



University Housing Services **StrengthQuest Workshop** Assessment Report

Cristina Araujo

Choose One: Learning Outcome Assessment

Date of Assessment Implementation: Academic Year 2015-2016

Date of Report: May 2016

Purpose of Assessment

The purpose of this assessment was to measure if students felt there was a benefit in completing the StrengthQuest Assessment. StrengthQuest has become a growing assessment being used in many colleges and universities in the US. As a result, I wanted to assess how beneficial our students feel this assessment is towards building self-awareness and utilizing it to reach their career and personal goals. The results will help determine if this assessment should be used campus wide.

Division Learning Outcome Self-Determination

Targeted Learning Outcome

By the end of this assessment, student leaders will:

- Gained awareness and better understanding of their strengths
- Gained an understanding on how to implement their strengths within their daily life
- Be able to identify a few of their talents
- Be able to recognize others strengths and talents
- Be able to reflect on their experiences and incorporate their themes.

Assessment Methodology

This assessment was done utilizing qualitative and quantitative methods. Information was gathered through group discussions at the StrengthQuest workshop and through an open-ended response survey taken at the end of the workshop. The StrengthQuest Workshop consisted of 8 Suites Council members, all whom hold a leadership position within the Council. All 8 members were asked to complete the assessment at home and bring their results to the workshop. All 8 members participated in the discussion and survey. During the workshop, participants were asked group questions such as whether they thought their results were accurate, did results fit them, were they able to identify their talents, and strengths among others, and whether they thought it was important to know others strengths when working in a team setting. After the group discussions they were asked to complete a survey with open-ended responses. Some of the questions asked on the survey were: do you recommend other students to take this assessment, do you feel you have gained a better understanding of your strengths, do you feel it is beneficial for other student organizations to take this assessment, and how likely do you feel you would implement your strengths in the future.

Results

In correlation to the focus group responses and the responses to the survey, 75% indicated that they felt their results were accurate, 25% felt some of their strengths were accurate but not all of them. At 100%, all of them felt that with the help of this assessment they were able to recognize others strengths, they would recommend other students to take this assessment, they felt knowing their strengths and know others strengths would have been beneficial in working together, and they all felt they had learn more about themselves. 50% of the participants felt they would "very likely" implement their strengths while the other 50% felt "somewhat likely". 35.5% felt "very

strongly” in gaining a better understanding of their strengths, 37.5% felt “strongly”, and 25% felt “neutral” about gaining a better understanding of their strengths. All participants felt there is a benefit for a student organization to take this assessment. Their common response to this question was they felt it helps groups understand what they are good at and how they can optimize results based on their strengths.

Conclusion

Based on the results from the focus group discussion and the survey, students felt taking the assessment was beneficial in learning more about themselves and implementing their strengths towards reaching their career and personal goals. There was discrepancy in how much they would implement but overall they felt they would implement what they learned from this assessment, and saw a benefit in learning about others strengths. Students felt this assessment is beneficial in working with others and optimizing others strengths to reach their goals. In conclusion, I think the StrengthQuest Assessment would be beneficial to be used among student leaders within student organizations here on campus. But for it to be truly successful, there should a workshop to help students understand their specific talents and how to implement their specific strengths.

Implications for Practice

The Career Center currently provides a discount for the StrengthQuest Assessment. I would recommend Advisors to purchase their assessment through our Career Center and distribute their access codes to their student leaders. Once codes can have distributed, the student leaders can take the assessment at home or in a peaceful environment. I would recommend to also take the assessment yourself and familiarize yourself with all the strengths descriptions and language used by the creators. I would also recommend utilizing the resources StrengthQuest provides online to create activities and discussions to help your group gain a better understanding of their strengths and of others. The StrengthQuest website provides many resources to help the Educator and Students gain a better understanding of their results. Our group specifically went over their individual Strengths Insight Report which is provided once they have completed their assessment and utilized the team talent map to show where everyone placed within the 34 strengths. My Strength Insight Report is provided below as well as our groups Team Talent Map as an example of our results.

Strengths Insight Report SURVEY COMPLETION DATE: 05-19-2016

Cristina Araujo

Your Top 5 Themes

Harmony Learner Consistency Input Positivity

Harmony

Shared Theme Description

People who are especially talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you are willing to work with your coworkers, classmates, teammates, family members, and friends. You realize everyone sees opportunities, problems, solutions, and events differently. While you have opinions, you refrain from imposing them on others. You are good-natured — that is, you have a pleasant, cheerful, and cooperative disposition. Instinctively, you characteristically look for practical explanations to inform your thinking. Armed with this information, you can treat people, groups, programs, or budgets equally. It's very likely that you matter-of-factly say that you work to earn a living. You resist becoming emotionally attached to your job. As a result, you usually help others objectively look at the facts about their positions, pay, coworkers, employers, or workplace issues. You probably prefer to associate with individuals who share this philosophy. In addition, you favor the company of those who avoid conflict or refrain from spreading rumors. Chances are good that you choose to team with others to perform tasks. You probably appreciate working with group members who accomplish what they are assigned to do. For purely practical reasons, you expect people to carry an equal share of the load. You perceive that an injustice has been done when a person is given more to do than is humanly possible or is not allowed to reach his or her full potential. By nature, you notice that your quality of life greatly improves when people appreciate your good-natured, even-tempered personality.

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Learner

Shared Theme Description

People who are especially talented in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Your Personalized Strengths Insights

What makes you stand out?

Because of your strengths, you yearn to acquire additional knowledge and skills. Often you use these to do something better, more perfectly, or more completely than you have in the past. You seek opportunities to enhance your capacity for fixing things, correcting mistakes, or overcoming weaknesses. By nature, you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt. It's very likely that you typically are an eager and willing student. You genuinely derive satisfaction from examining new sources of information. You often arrive at conclusions about how to make certain things better. Instinctively, you concentrate for extended periods of time. This is one reason why you ultimately master skills and grasp concepts. Driven by your talents, you have an insatiable — that is, incapable of being satisfied — appetite for information. Armed with newly acquired facts and skills, you routinely pinpoint areas where you need to make upgrades for the sake of efficiency. In the process, you probably discover ideas and techniques to do something you already do quite well even better.

Consistency

Shared Theme Description

People who are especially talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

Your Personalized Strengths Insights

What makes you stand out?

Chances are good that you are determined to deal evenhandedly with individuals. You aim to be consistent over time in how you apply rules, regulations, or policies. You are careful not to play favorites. You guard against giving one person advantages or opportunities that are denied to everyone else. It's very likely that you genuinely like honoring individuals and groups for their successes, contributions, and progress. You usually establish standard criteria to identify people worthy of recognition. You probably pick dates each week, month, or year to present awards and announce special commendations. Driven by your talents, you like to follow a regular plan for accomplishing the day's, week's, month's, or year's tasks. You enjoy the efficiency and productivity that comes from using your repetitious processes and systems. These help you deal effortlessly with the tedious and mundane but, nonetheless, important aspects of your life. By nature, you have a

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knack for creating agendas, itineraries, processes, or procedures for recurring tasks. You leave very few things to chance. You carefully plot goals, timelines, deadlines, assignments, and other details. You expect people to automatically implement your plan. Understandably, you appreciate individuals who follow it step by step. You grow impatient with those who ignore it in part or altogether. Their lack of order is likely to cause inefficiencies, gaps in performance, errors, or quarrels. Instinctively, you really

wish each person you meet would want to spend more time with you. Because you are an objective individual, you know this is not likely to happen. Even so, it is your nature to show consideration for others rather than impose your views or desires on them. You are inclined to figure out what they prefer to do. Then, without making a fuss, you agree to join them.

Input

Shared Theme Description

People who are especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

Your Personalized Strengths Insights

What makes you stand out?

Chances are good that you genuinely feel better about life when you can take the mystery out of complicated procedures. Often you outline in detail the steps to understand exactly what is happening and why. Driven by your talents, you typically fill your time with reading when friends or special support groups are far away. You peruse — that is, studiously examine — fiction or nonfiction, newspaper accounts, correspondence, magazine articles, or research papers. This helps you forget the loneliness you can feel. In the process of pulling together insights or information, you broaden your knowledge base. It's very likely that you are determined to keep abreast of the news. You probably satisfy your hunger for current information by habitually reading newspapers, magazines, correspondence, memos, files, or Internet sites. Instinctively, you are apt to read books or publications that contain information and tips you can share with individuals you are training. Imparting knowledge, talking about your experiences, or passing along your skills provides you with much personal satisfaction. By nature, you amass lots of information by reading about complicated or intricate procedures, systems, or proceedings. As a result, you can describe the gradual changes that must occur to create a desired outcome. You list the required sequence of steps for a plan to work. You probably interpret things that can be difficult to understand, such as regulations, orders, policies, decisions, or problems.

Positivity

Shared Theme Description

People who are especially talented in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

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Your Personalized Strengths Insights

What makes you stand out?

Chances are good that you describe your life as delightful especially when you can keep working until you reach a desired goal. You usually apply the same determination to honoring your commitments.

Driven by your talents, you characteristically are joyful and upbeat about life. Your words of encouragement, optimism, and affirmation cause people to feel blissfully content and highly accomplished as individuals or as professionals. You have a way of reminding others about their good deeds, fine work, and strengths. In your presence, it is unlikely anyone can disregard, discount, or dismiss something he or she has done very well. Because of your strengths, you are a doer. Producing tangible results boosts your confidence. You regularly pause to appreciate your own as well as others' talents, knowledge, skills, or successes. You naturally find more good in life than many individuals do. Why? You probably make a conscious effort to look for it. By nature, you are attracted to hardworking and highly productive people. Life is much more satisfying when others share your upbeat attitude toward life. Instinctively, you routinely tune in to individuals' subtle and not-so-subtle yearnings to be cheered up, supported, and motivated. You have a knack for inspiring people. They sense that you are aware of their feelings, thoughts, and needs. They probably feel better about themselves when you are with them.

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Group by The Four
Domains of
Leadership Strength

OFF ON

Matthew Ly
William Chen
Oswaldo Gutierrez
Nick Lusnia
Samara Renteria
Deandrea Dolberry
Jessica Mangtune
Nicolette Mitchell
Alexis Sakhel
Devonna Alatorre
Cristina Araujo

| EXECUTING | | | | | | | | | | |
|-----------------------|---|---|---|---|---|---|---|---|---|---|
| Achiever | | | 3 | | | | | | 2 | |
| Arranger | | 4 | | | 5 | | | | | |
| Belief | 5 | | | | | | 3 | | 2 | |
| Consistency | | | | | 4 | | | | | 3 |
| Deliberative | | | | 3 | | | | | | |
| Discipline | | | | | | | | | | |
| Focus | | | | 2 | | | | | | |
| Responsibility | | | 2 | | | | | | | |
| Restorative | 2 | 2 | | | | 1 | 2 | 4 | | 1 |
| INFLUENCING | | | | | | | | | | |
| Activator | | | | | | | | | | |
| Command | | | | | | | | | | |
| Communication | | 5 | | | | | 1 | | | |
| Competition | | | | | | | | 2 | | |
| Maximizer | | | | | | | | | | |
| Self-Assurance | | | | | | | | | | |
| Significance | | | | | | | | | | |
| Woo | | | | | | | 3 | | 3 | 4 |
| RELATIONSHIP BUILDING | | | | | | | | | | |
| Adaptability | | | | | | | | | | |
| Connectedness | | | | 5 | | | | | | 5 |
| Developer | | | | | | | | | | |
| Empathy | | | | | | | 5 | | 4 | |
| Harmony | | 1 | | | 3 | 3 | | | | 1 |
| Includer | 1 | | | | 1 | | | | | |
| Individualization | 3 | | | | | 2 | 4 | | 1 | |
| Positivity | | | | | | | | | 5 | 5 |
| Relator | | | 4 | | | | | | | |
| STRATEGIC THINKING | | | | | | | | | | |
| Analytical | | 3 | | | | 5 | | 5 | | |
| Context | | | | 1 | 2 | | | 1 | | |
| Futuristic | | | 5 | 4 | | | | | | |
| Ideation | | | | | | 4 | | | | |
| Input | | | | | | | | | | 4 |
| Intellection | | | | | | | | | | |
| Learner | 4 | | | | | | | | 3 | 2 |
| Strategic | | | 1 | | | | | | | |

Team Ta