

# CliftonStrengths and the Call Process: An Understanding for Congregations

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**The Basics:** Since 2019, call list information on candidates often includes the person's top 5 CliftonStrengths as identified by the Gallup assessment. All teachers are invited to include their top 5 CliftonStrengths as part of the information they provide to the Commission on Lutheran Schools.

### What is CliftonStrengths:

CliftonStrengths, previously known as StrengthsFinder, is an assessment tool that helps people better recognize and use the specific strengths that God has given them. CliftonStrengths (CS) assessments have helped millions of people discover how they do their best.

The results of a CliftonStrengths assessment truly differentiate each person from everyone else. The chance of a person having the same top 5 strengths as another person is 1 out of 275,000; having the same top 5 in the same order is 1 out of 33,000,000. CliftonStrengths helps show each person as the truly unique and amazing creation he or she is.

By taking the CliftonStrengths assessment, a person will learn his or her top 5 strengths out of a possible 34. A person's top 5 strengths account for about 80% of how he or she operates and leads.

An explanation of specific CliftonStrengths is available at the end of this document.

### How can a ministry use CliftonStrengths in the call process?

- To guide a ministry's request:
  - Consider the strengths of the current ministry team's members
  - Use the knowledge of Strengths to consider the needs of the team
  - Share specific strengths, qualities, and experiences that the calling body believes will serve your ministry well through God's power
- To consider when selecting the candidate to call:
  - If strengths are available on the candidate documents, consider HOW the candidate could use his/her strengths as a blessing for the ministry of your congregation and school
  - Remember no top five strengths are better or worse; they do not determine WHAT a person does, but HOW he/she will best serve
  - Allow strengths to be one aspect to prayerfully consider as you place the call
- To guide discussions with the called person:
  - In understanding strengths, discuss the ways you see HOW the candidate's strengths could be a blessing to your ministry
  - If you have knowledge of the other team members' strengths, discuss the strengths that currently exist among the teachers and leaders at the school and church and how the individual's strengths would be complimentary in light of the unity of the body of Christ (1 Corinthians 12)
- To guide the transition to a new called worker:
  - Encourage the new person to use his/her strengths in the new setting
  - Consider doing a team strengths session as part of the team-building/onboarding process

## **What are the goals of using strengths as one part of the call process considerations?**

- That a greater audience is reached with the Gospel
- That each team member is more aware of his/her strengths and improves in his/her use of these God-given strengths and understands what he or she has been given by God to serve Him and serve others
- That each team member understands how he or she can fit together better as part of the body of Christ (partner-up opportunities)
- That the ministry team is more aware of their team strengths and improves in their use of these God-given team strengths
- That the ministry team is more aware of their partner-up opportunities and more effectively uses the strengths of teammates to serve better in ministry
- That the ministry team becomes more united through this shared activity and increased understanding of one another

This document was produced through the cooperation of the WELS Commission on Lutheran Schools (CLS) and Grace in Action (GIA), a WELS-affiliated ministry. For a greater understanding of the use of strengths or to answer your CliftonStrengths questions, please contact CLS or GIA. If you would like training on the use of Strengths within your ministry, please contact Grace in Action through their website: [www.grace-in-action.com](http://www.grace-in-action.com) .

## CliftonStrengths Categories

\* = fit in 2 categories

<p><b><u>Traction</u></b> Naturally gifted with getting things started</p> <p>Focus Command Activator</p>	<p><b><u>Seeing</u></b> Mental ability to see how things inform the present and lead to the future</p> <p>Deliberative* Analytical* Context Connectedness Strategic* Ideation* Futuristic</p>	<p><b><u>Lifestyle</u></b> Provide flavor and inform decisions and actions taken</p> <p>Belief Responsibility Discipline Adaptability Consistency Harmony Positivity</p>	<p><b><u>Problem Identification</u></b> Innate ability to see and determine the underlying issues</p> <p>Strategic* Ideation* Intellection</p>
<p><b><u>Driving</u></b> Naturally gifted with getting things finished</p> <p>Significance Maximizer* Self-Assurance Competition Achiever</p>	<p><b><u>Interpersonal</u></b> People-focused and provide the human touch</p> <p>Relator Maximizer* Developer Includer Empathy Individualization Woo</p>	<p><b><u>Wild Cards</u></b> Great partners for all the other Strengths and categories</p> <p>Communication Learner</p>	<p><b><u>Problem Solving</u></b> Able to see the intricate details that would go into a solution</p> <p>Restorative Input Arranger Analytical* Deliberative*</p>

## Descriptions of the 34 CliftonStrengths

<b><u>Strength</u></b>	<b><u>Description</u></b>
<b>Achiever</b> (Driving)	Hard working, great deal of stamina, immense satisfaction in being busy and productive
<b>Activator</b> (Traction)	Make things happen by turning thoughts into action, want to do rather than talk about it
<b>Adaptability</b> (Lifestyle)	Feel comfortable going with the flow, like to discover the future one day at a time
<b>Analytical</b> (Seeing & Problem Solving)	Search for reasons and causes, ability to think through all the factors of a situation
<b>Arranger</b> (Problem Solving)	Organized according to their own system, like to determine how all the pieces fit together for maximum productivity
<b>Belief</b> (Lifestyle)	Have certain core values that are unchanging that define their purpose for life
<b>Command</b> (Traction)	Have an impressive presence, can take control of a situation and make decisions
<b>Communication</b> (Wild Card)	Find it easy to put thoughts into words, good conversationalists and presenters
<b>Competition</b> (Driving)	Measure progress against the performance of others, strive to win, revel in contests
<b>Connectedness</b> (Seeing)	Have faith in the links between all things, believe there are few coincidences and that everything has meaning
<b>Consistency</b> (Lifestyle)	Treat people the same by setting up clear rules and adhering to them
<b>Context</b> (Seeing)	Enjoy thinking about the past, understand the present by researching its history

<b>Deliberative</b> (Seeing) (Problem Solving)	Take serious care in making decisions and choices, good at anticipating obstacles
<b>Developer</b> (Interpersonal)	Recognize and cultivate the potential in others, derive satisfaction in small progress
<b>Discipline</b> (Lifestyle)	Enjoy routine and structure, their world is best described by the order they create
<b>Empathy</b> (Interpersonal)	Can sense other people's feelings by imagining themselves in other's situations
<b>Focus</b> (Traction)	Take a direction, follow through, and stay on track; prioritize then act
<b>Futuristic</b> (Seeing)	Inspired by what could be, energize others with their vision of the future
<b>Harmony</b> (Lifestyle)	Look for consensus, don't enjoy conflict, would rather seek areas of agreement
<b>Ideation</b> (Seeing) (Problem Identification)	Fascinated by ideas, able to find connections between different ideas
<b>Includer</b> (Interpersonal)	Accepting of others, aware of those who are left out and make an effort to include them
<b>Individualization</b> (Interpersonal)	Intrigued by the unique qualities of people, figure out how different people can work together
<b>Input</b> (Problem Solving)	Have a craving to know more, like to collect and archive all kinds of information
<b>Intellection</b> (Problem Identification)	Mind is always working, introspective and appreciate intelligent discussions
<b>Learner</b> (Wild Card)	Have a great desire to learn, want to continuously improve, excited by the learning process
<b>Maximizer</b> (Driving) (Interpersonal)	Seek to transform something good into something superb, strong focus on excellence
<b>Positivity</b> (Lifestyle)	Have contagious enthusiasm, always upbeat and can get others excited
<b>Relator</b> (Interpersonal)	Enjoy close relationships with others, appreciate working with friends to achieve a goal
<b>Responsibility</b> (Lifestyle)	Takes ownership of a task, will follow through on what they promise to do
<b>Restorative</b> (Problem Solving)	Adept at dealing with problems, good at resolving issues
<b>Self-Assurance</b> (Driving)	Possess high confidence in managing situations and decisions
<b>Significance</b> (Driving)	Highly independent, strive to be important and recognized by others
<b>Strategic</b> (Seeing & Problem Ident.)	Can quickly spot relevant patterns and issues, can create alternative ways to proceed
<b>Woo</b> (Interpersonal)	Love the challenge of meeting people and winning them over, enjoy making new connections