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A continuous developmental spiral:

Self-Discovery →

Investigation →

Decision Making →

Implementation



‘Pilot Study’ approach to development

Strengths Assessment Study

to guide selection and use of a program of strengths assessment and enhancement.



Strengths Assessment Pilot Study

Fall 2001

- *Precepts for Success* (1st-year course)
- 8 weeks, 1 credit
- 4 experimental sections
 - Two using StrengthsFinder® (SF) (N=32)
 - Two using IML CAREERQuest™ (CQ) (N=24)
- 9 control Sections (N=133)



Practical Issues:

- Is it worthwhile to incorporate strengths assessment and enhancement in our first-year course?
- A comparison of the impact of SF (Gallup) and CQ (IML) in the context of our first-year course?

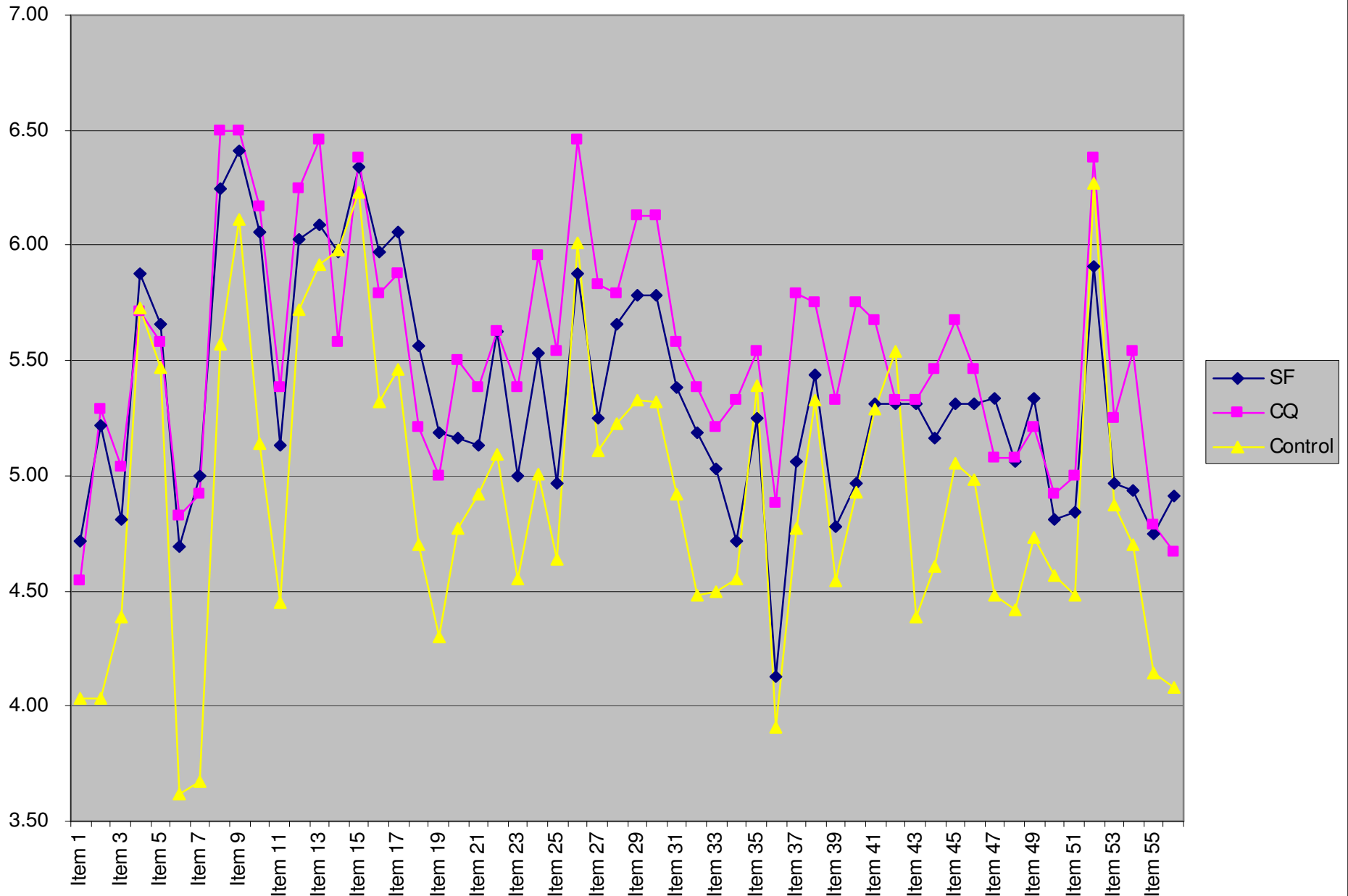


Questionnaire

- Assess & compare effects of SF and CQ
- 56 items
- 7-point scale
- Completed at penultimate class meeting



Strengths Assessment Project



Significant Benefits from SF/CQ

(40 of 56 Items, $p < .05$, two-tailed test)

- Setting realistic goals
- Understanding self and others
- Course content interesting
- Student enjoyment of self-learning
- Perceived instructor enthusiasm & preparation
- Class interesting and effective
- Advising effectiveness
- Quality of activities & discussions
- Identification of own and others' styles of personality and learning



- Understanding own personality and learning strengths & limitations
- Understanding why diverse styles can conflict *and* benefit collaboration
- Insights to relate well with others of diverse personality styles
- Devising learning strategies fitting for oneself
- Understanding how to adapt to diverse teaching styles
- How select/improve one's own learning environment
- Understand own information processing
- New insights re: self
- Understanding own general thinking style
- Practice identifying thinking styles of others



- Identify ways to improve own thinking
- Clarified own strengths and talents
- Able to maximize strengths and manage weaknesses
- Define high achievement for self
- More honest assessment of priorities
- Able to perceive others in terms of their unique strengths
- Growth in confidence and peace of mind



Practical Issues:

- Is it worthwhile to incorporate strengths assessment and enhancement in our first-year course? **Emphatically YES**

