

Type: Essay

Subject: Nursing Leadership Course

Subject area: Nursing

Education Level: Masters Program

Length: 4 pages

Referencing style: APA

Preferred English: US English

Spacing Option: Double

Title: Strength-Finder Self-Reflection

Instructions: As you critically reflect upon information you have garnered through the self-assessments regarding your leadership strengths and opportunities for growth, use the following template to organize your thoughts in a paper.

Introduction: Introduce the reader to yourself (background) and your personal mission/vision statement.

Body of paper: Define major themes you noted in yourself assessments.

Provide one or two examples of how you have exhibited some of these strengths and/or weaknesses in the past (be specific). Discuss how these validated or new revelations of self will help you to realize your leadership goals?

The future: Imagine it's 20 years from now. You are attending a dinner given by your colleagues, to honor you for your accomplishments to your organization(s) and the community. What would they have to say?

Conclusion: Your thoughts and perceptions of the assessments, your assessed areas of improvement, your evaluation of the process, etc. Was it helpful or not? What will you do with this information?

You may use bullet points when appropriate. While this is not a research paper, if there is something that you cite from a source, be sure to cite in APA format. Also, be sure to submit a professional product which includes correct spelling and grammar.

Note: All papers must be submitted in doc or docx format.

Strength-Finder Self-Reflection

Name

Institution

Strength-Finder Self-Reflection

Lately, it attracted my attention through an update on Facebook carried by Marcus Buckingham has resulted in the production of newer strengths evaluation out there. Indeed, there is positive psychology known by the community plus various strengths evaluation outside (Hickman & Claire Evans, 2020). One of the initial evaluations was the VIA Survey established by Chris Peterson, who managed to scan time and space into finding strengths that were, on many occasions, the accorded value from historical and cross-cultural moments. The final list

comprises the twenty-four forces plus the versions reachable for the youth and children. The VIA has been embraced by more than 1.3 million moments by people across the globe. Indeed a report concerning the VIA will offer insight regarding the accessibility of each of the twenty-four strengths.

The other early strengths assessment is indeed Clifton Strengths Finder got from Gallup. Strengths Finder has been accorded updates for many years to reflect trends within the business and the application (Rhoten, 2020). On the same note, it has taken many people in terms of millions to buy books or code either, and it offers information concerning the relative strength regarding the thirty-four talent themes. The researchers, including Donald Clifton, Tom Rath, and Marcus Buckingham, managed to create talents regarding the studies of the organizations' behavior that happened for more than forty years.

A Strength Finder will offer a report regarding the insight through the top five talented themes that end up becoming the strengths when you let them come into play in the real world. On a recent note, the Realise2 has always come into the scene (Sansom, 2020). Realise2 was a product of the Center for Applied Positive Psychology (CAPP) in the UK. In the previous strengths, the evaluation was based on the notion that all needed was doing what one knows and building on the strengths. Realise2 is much nuanced and offers the insight within the realized strengths and enables one to learn about the behaviors, the yet to be realized strengths, and the weakness.

At the moment, we see Stand-Out from the perspective of The Marcus Buckingham Company. Stand-Out is after the individual and the team evaluation. Indeed, it is more focused since the report has parts that help one build on strengths within leadership, management, sale, formation based on the career and service to the customers. The slogan 'Find your edge. Win at work'(Hickman & Claire Evans, 2020). In this evaluation it promises to assist one in standing out within the professional environment of work. As acknowledged in the website, the strengths assessment aims not the affirmation but just assisting one in accelerating the performance and contribution.

The assessment is expensive since it costs \$15.00 while the US online. For instance, it needs close thirty minutes for completion. Upon login, it needs to create an account and processing of the credit card payment information where one is presented with diverse timed multiple-choice oriented questions (Rhoten, 2020). Questions may entail issues within the workplace, decisions regarding work-life balance, related ethical decisions, and etiquette. For sure, with just four alternatives, too many questions, it might not be easy to find the selection that fits best. Regardless of the same, it calls one into making choices and moving on since the clock keeps on ticking.

A total of nine strength roles are available, and one has the opportunity to complete despite the focus being on the best two. The top role is highlighted in gold, and the report only defines the term of the terminology, especially where one is at most powerful, how intends to describe himself, the way of making immediate effect, the method of taking the same to the next level and what to take note in case the role over-uses the strength. Meanwhile, the secondary function is highlighted in silver and entails every similar information (Sansom, 2020). Then, the

evaluation depicts what occurs during the combination of the two parts. The early research and studies within strengths have been more siloed, labeling, defining strengths independently, and the implications of the individual top based strengths.

Through the combination of the top two roles, it becomes possible in accessing the new report that offers an explanation regarding the way strengths are interacting and the comparative advantage within the work world. This presents into detail the way of building the ideal career, the practice of winning as a manager, client, leader, services to the client, or sales. Stand-Out offers the following steps to deliver regarding the whole team's evaluation, how one can join the online-based community, the extent of purchasing the Strengths Essentials workshop through a box, including the way of buying a TMBC executive mode of coaching.

The website has the allusion towards the notion that roles had a close relationship with themes by applying the language of the Strengths-Finder (Rhoten, 2020). As at the moment, within the Gallup studies, there exist some specific disasters regarding talents that indeed are distinguishable statistically wise but have close relationships. In his much-applied manner, Marcus Buckingham managed to take nine clusters regarding correlations and succeeded in the creation of the Stand-Out roles. Each role is determined based on the fourteen questions and has limitation to time for every item besides ensuring the said responses' top mind. Based on its website, Stand-Out was established to offer solutions for three hard questions;

- ❖ How managers can end up being good performance coaches and development
- ❖ How it is possible to accelerate the uptake for the best practices

❖ How the employees stand to take responsibilities for their own within the organization

I have to admit that I enjoyed taking the assessment to a greater deal. I have factored every strength assessment that I have mentioned previously, some being more than once. What for sure, Stand-Out managed to do for me was the showcase regarding my strengths inapplicable and practical (Hickman & Claire Evans, 2020). No surprises were seen because my best two strength roles are Teacher and Advisor, and upon combining the two, the report admits that 'You are indeed the Consultant' which, besides being a major boost to my ego, has at the same time alignment to my professional direction; Score. At the same time, my greatest strength roles showed alignment to the best strengths from other evaluations like Learner from Gallup, Realise2, VIA, and Relator.

In summary, this assessment would indeed offer a clear appeal to after workplace application, an aspect where other strengths have been shying away from up to this juncture. Career coaches would undoubtedly have more time to administer this evaluation to their customers, and it would stand a chance for a stronger tool for awareness and team building. The same way to any other review, it becomes the start point besides being a solid and pretty one.

References

Hickman, A., & Claire Evans, M. (2020). *How Do CliftonStrengths and the StandOut*

Assessment Compare?. Gallup.com. Retrieved 14 September 2020, from

<https://www.gallup.com/cliftonstrengths/en/249896/compare-standout-assessment-cliftonstrengths.aspx>.

Rhoten, R. (2020). *The StandOut Assessment*. Ryan Rhoten. Retrieved 14 September 2020, from

<https://ryanrhoten.com/standout-assessment/>.

Sansom, L. (2020). *StandOut Strengths Assessment: A Review*. Positive Psychology News.

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