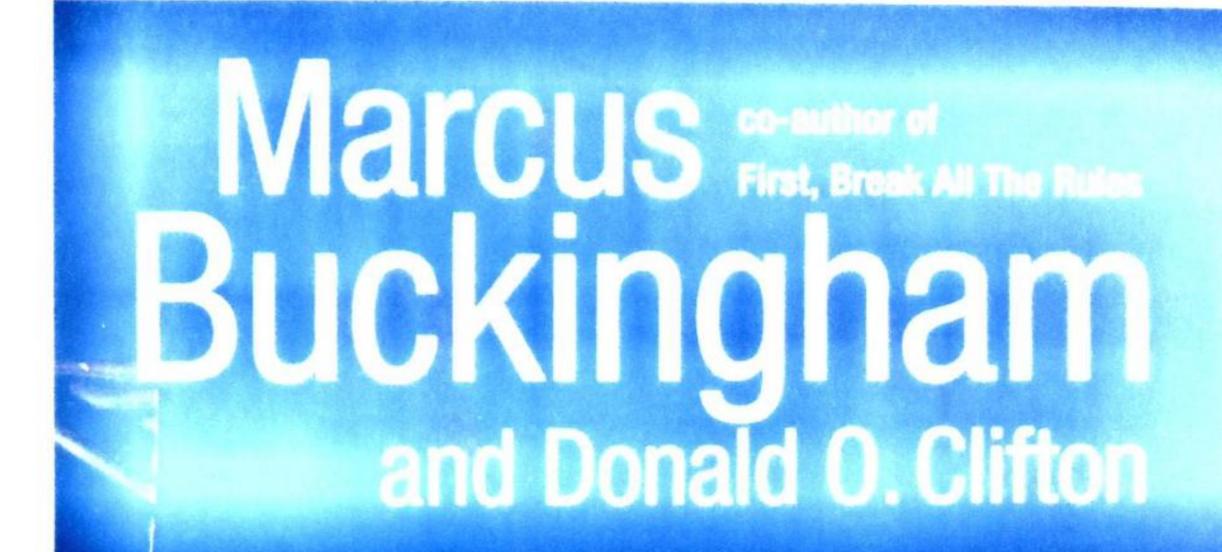
The International Bestseller



Discover's Strengths

How to Develop Your Talents and Those of the People You Manage

Contents

Introduction: The Strengths Revolution at Work

The Revolution

"What are the two assumptions on which great organizations must be built?" 3

Two Million Interviews
"Whom did Gallup interview to learn about human
strengths?" 8

I. THE ANATOMY OF A STRENGTH

Chapter 1. Strong Lives

The Investor, the Director, the Skin Doctor, and the Editor "What does a strong life look like?" 15

Tiger Woods, Bill Gates, and Cole Porter "What is a strength?" 20

Three Revolutionary Tools
"What do you need to build your life around your strengths?" 23

Chapter 2. Strength Building

Is He Always This Good?
"What can we learn about strengths from Colin Powell?" 33
Knowledge and Skills
"Which aspects of you can you change?" 35

CONTENTS

Talent

"Which aspects of you are enduring?" 42

II. DISCOVER THE SOURCE OF YOUR STRENGTHS

Chapter 3. StrengthsFinder

The Traces of Talent

"How can you identify your own talents?" 59

The StrengthsFinder Profile

"How does it work, and how do I complete it?" 67

Chapter 4. The Thirty-four Themes of StrengthsFinder

Achiever 75 Futuristic 98

Activator 76 Harmony 99

Adaptability 78 Ideation 101

Analytical 79 Includer 102

Arranger 80 Individualization 103

Belief 82 Input 105

Command 83 Intellection 106

Communication 84 Learner 107

Competition 86 Maximizer 109
Connectedness 87 Positivity 110

Consistency 88 Relator 112

Context 90 Responsibility 113

Deliberative 91 Restorative 115

Developer 92 Self-assurance 116

Discipline 94 Significance 118

Empathy 95 Strategic 119

Focus 96 Woo 120

III. PUT STRENGTHS TO WORK

Chapter 5. The Questions You're Asking

Are there any obstacles to building my strengths? 127
Why should I focus on my signature themes? 136

viii

Is there any significance to the order of my signature themes? 139

Not all of the phrases in the theme description apply to me.
Why? 141

Why am I different from other people with whom I share some of the same themes? 142

Are any of the themes "opposites"? 144

Can I develop new themes if I don't like the ones I have? 146

Will I become too narrow if I focus on my signature themes? 149

How can I manage around my weaknesses? 152 Can my themes reveal whether I am in the right career? 163

Chapter 6. Managing Strengths

"Fidel," Sam Mendes, and Phil Jackson
"What is the secret of their success?" 173

One By One

"How can you manage each of the thirty-four themes of StrengthsFinder?" 178

Chapter 7. Building a Strengths-based Organization

The Full Story

"Who is leading the strengths revolution at work?" 219

The Practical Guide

"How can you build a strengths-based organization?" 224

Appendix

A Technical Report on StrengthsFinder

"What research underpins the StrengthsFinder Profile, and what research is planned to refine the instrument?" 251