

General Information on the StrengthsFinder®

Research and Concept

- The conceptual basis of the StrengthsFinder is grounded in more than three decades of the study of success across a wide variety of functions (from business to education) and many different cultures (nearly 50 countries).
- The StrengthsFinder measures not strengths, but the presence of talents in 34 general areas, or “themes.” While talents (recurring patterns of thought, feeling, or behavior that can be productively applied) naturally exist within individuals, strengths (the ability to provide consistent, near-perfect performance in a specific task) must be developed and are the product that results when one’s talents are refined with acquired skills and knowledge.
- For that reason, the StrengthsFinder serves as a starting point for self-discovery in all of our strengths-based development programs. After an individual has completed the assessment, a group of developmental suggestions is customized to the individual’s top five themes — called his or her Signature Themes — and his or her role.
- An individual’s Signature Themes are very unique to that person. When ranking within the set of five themes is taken into consideration, 33,390,720 different sets of Signature Themes are possible.
- We do not advocate the use of the StrengthsFinder in either employee selection or hiring. We take this approach to keep individuals focused on their own intrapersonal development rather than interpersonal comparison.

Application

- Our primary use of the StrengthsFinder is in a purely developmental context. This means that we do not teach that any specific theme of talent is more appropriate for one role than for another (i.e., we do not say that “Achievers” should be managers). Instead, we first look at each person as an individual on the basis of talent, then help that individual discover how to build upon his or her talents to develop strengths within his or her role, when it aligns to the business need.
- Since 1998, we have used the StrengthsFinder as our initial diagnostic tool in all of our development programs with major businesses, various academic institutions, faith-based organizations, and other organizations.
- During that time, StrengthsFinder assessments have initiated the development of individuals across hundreds of roles, including: nurse, lawyer, teacher, manager, leader, student, school administrator, customer service representative, salesperson, pastor, and many others.
- As of March 2015, more than 12 million people in more than 50 countries had received a StrengthsFinder talent assessment. The instrument is available in more than 20 languages.