

Your Gifted Journey



“He has made everything beautiful in its time.”

- Ecclesiastes 3:11



Retreat Journal

Name _____



“It will be as when a man who was going on a journey called in his servants and entrusted his possessions to them. To one he gave five talents; to another, two; to a third, one - to each according to his ability. Then he went away....

Matthew 25: 14-15

Name it, Claim it

| Your Top 5 Talent Themes | Name it: Key Words or Phrases you like to Describe this Theme | Claim it: Recent Situation in Which you Applied the Talents from this Theme |
|--------------------------|---|---|
| 1 | | |
| 2 | | |
| 3 | | |
| 4 | | |
| 5 | | |

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Aim it...



Determine one way to build on each of your Top 5 themes and share with your group

| Theme Name | Word or Phrase that captures the theme | How to build on theme in the future |
|------------|--|-------------------------------------|
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Your Strengths at a Glance

Think about experiences of success, times when you have contributed to a positive outcome in a project or situation, or things that you love to do and do well. Examples of strengths are found on the following page.

| Experience: Recall specific experiences or meeting a challenge and/or overcoming an obstacle. What happened? What knowledge, skills and talents contributed to your solution? What strength emerges for you in this experience? | Investment (practice of) Knowledge —what you know, acquired through education, training or experience — and Skill — what you can do — | X Talent: Natural way of thinking feeling or behaving What talent(s) were at play in the experience | = Strength: Your ability to provide near perfect performance in a given activity |
|--|--|---|---|
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Building Strong Teams

Executing: Leaders with dominant strength in the executing domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done. Leaders with a strength to execute have the ability to “catch” an idea and make it reality.

Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, Restorative

Influencing: Those who lead by influencing help their team reach a much broader audience. People with strength in this domain are always selling the team’s ideas inside and outside the organization. When you need someone to take charge, speak up, and make sure your group is heard, look to someone with the strength to influence.

Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, Woo



Relationship Building: *those who lead through relationship building are the essential glue that holds a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, leaders with exceptional relationship building strength have the unique ability to create groups and organizations that are much greater than the sum of their parts.*

Adaptability, Developer, Connectedness, Empathy, Harmony, Includer, Individualization, Positivity, Relator

Strategic Thinking: *Leaders with great strategic thinking strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strengths in this domain constantly stretch our thinking for the future.*

Analytical, Context, Futuristic, Ideation, Input, Intellection, Learner, Strategic

Building the Best Team

Identify the strongest domain for each team member. If a member has themes in multiple domains, ask the member to identify his or her preference. Are all domains represented, based on this initial compilation? If not, does a member have a theme in the missing domain upon which you agree he or she will draw? If no member has a theme to fill the gap, expand your team or partner with others.

| Executing | Influencing | Relationship Building | Strategic Thinking |
|----------------|----------------|-----------------------|--------------------|
| Achiever | Activator | Adaptability | Analytical |
| Arranger | Command | Developer | Context |
| Belief | Communication | Connectedness | Futuristic |
| Consistency | Competition | Empathy | Ideation |
| Deliberative | Maximizer | Harmony | Input |
| Discipline | Self-Assurance | Includer | Intellection |
| Focus | Significance | Individualization | Learner |
| Responsibility | Woo | Positivity | Strategic |
| Restorative | | Relator | |

In the space provided below, note each member's preferred or agreed-upon domain and his/her identified strengths and talents.

Discuss how this insight will influence current or future ministry together. How can you build on the talents and strengths of your team?

| Team member | Domain (Preferred or Agreed-upon) | Strengths and Talents |
|-------------|-----------------------------------|-----------------------|
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| | | |

Name it...



Example: Learner

| | |
|----------------------------|---|
| I am... | One who enjoys the experience of learning |
| I will... | Follow things that interest me |
| I need... | A learning perspective |
| I bring... | Exposure to new information/experiences |
| I love/value... | Living on the cutting edge |
| I hate... | Know-it-alls and knowing it all |
| Visual/metaphor for you... | Yes to learning curves/no to learning plateaus |
| Barrier/label... | Curiosity may lead to non-productivity or irrelevance |

My Talent: _____

| | |
|----------------------------|--|
| I am... | |
| I will... | |
| I need... | |
| I bring... | |
| I love/value... | |
| I hate... | |
| Visual/metaphor for you... | |
| Barrier/label... | |