



Quixote
consulting

What's your quest?

StrengthsFinder

StrengthsFinder® is Gallup's online assessment of your five most powerful strength themes. The Internet-based StrengthsFinder® Profile is the product of a 25-year, multimillion-dollar effort to identify the most prevalent human strengths. The program introduces 34 dominant "themes" with thousands of possible combinations, and reveals how they can best be translated into personal and career success. In developing this program, Gallup has conducted psychological profiles with more than two million individuals to help people learn how to focus and perfect these themes.



On high-performance teams, people say they call upon their strengths more than 75% of the time.

Identify your team's talents, build them into strengths, and become the consistently high-performing team you were meant to be. By learning each other's strengths and seeing real-world examples of them in action, you build a database of talent that each team member can access to target project roles for maximum efficiency and engagement. By engaging these virtues your team will be able to give you more effort, more enthusiasm and better results.

Learn the anatomy of a strength, discover the source of your signature strengths, and put them to work immediately in a series of experiential exercises specifically designed to help you build a high-performing, strengths-based team.

Together we look at the latest data on strengths from the fields of Positive Psychology, Emotional Intelligence, Appreciative Inquiry and Resiliency. This insight-packed workshop will show you how to leverage your strengths for powerful results for personal development, for your success as a team, and the success of your organization. Get to the heart of building and sustaining strength-based performance and discover the power of your team at your best.

Business units that had an opportunity to do what they do best at work every day increased retention by 50%, customer loyalty by 44% and productivity by 38%.

Only 17% of us say that we get to play to our strengths at work most of the time.

Each participant will receive: Now, Discover your Strengths by M. Buckingham and D.O. Clifton and the related online StrengthsFinder assessment.



Practical and Applicable

At Quixote, we know how important it is for any new training knowledge to be practical and applicable. That's why we put such great emphasis on immediate and realistic application. Participants leave with a plan in place for employing their strengths in the coming week and beyond.

Energetic and Fun

We also know that people respond best to presentations that are energetic, interactive and fun. There is always laughter in the session. And the unique methodologies we employ definitely help – we've used the modalities of chocolate and even wine pairing to explore team strengths. Any of our fun team building programs is easily combined with our training programs to create that magical mix of meaningful fun.

29% of workers in the U.S. are actively engaged. 55% are not engaged and 16% are actively disengaged.

Lasting Impact

Participants walk away from the session with practical tools that can be immediately applied to their individual work situations, as well as a vision of the powerful productivity possible in a team that recognizes and leverages all team members' strengths.. We stretch our time together (and your training dollars) by offering (optional) pre-workshop assignments, post-event success tools, personal & group action plans, commitments to fellow team-mates and optional coaching.

Customization

We customize key components of the training to ensure that you get the right material to the right people at the right time, maximizing the return on your investment. We take into account your unique team situation and your desired outcomes.

Results

- Provides a deep and rich common language of each person's unique strengths and talents
- Help team members to value, work with and leverage the strengths of others.
- Increase productivity and efficiency by aligning an individual's strengths and talents to particular team tasks.
- Supply a common framework in which team members can better understand and manage communication, problem solving and team culture.
- Identify team assets and potential blind spots.
- Increase resiliency, customer satisfaction and lower turnover by fully engaging your people.





Client Comments

- “Thank you again for a productive and positive day. I was thrilled by how engaged they were by Strengths-Finder – I thought you did an especially good job of making it concrete and actionable in addition to inspiring and liberating. I look forward to hooking up with you again in follow up and to working together on future initiatives.” Fallon Community Health Plan.
- “This is the first time I’ve gotten to focus on my strengths and not just weaknesses.” - Pepboys
- “Great book and program, I’ll highly recommend to others.” - Simpson Scarborough
- “The program got us talking and through that we discovered some great things about each other.” - Kaplan

