

Enhancing Career Readiness Through Clifton Strengths-Based Programming Abroad and on Campus

Career Integration Conference 2018



Introductions



Carri Orrison
Sr. Director of Institutional
Partnerships
Global Experiences



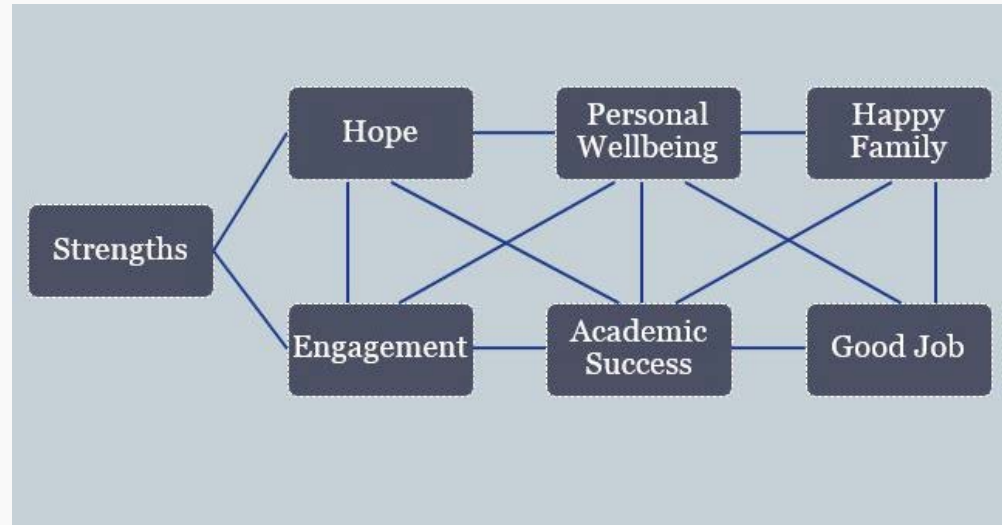
Amy Bowes
Study Abroad
University of Iowa



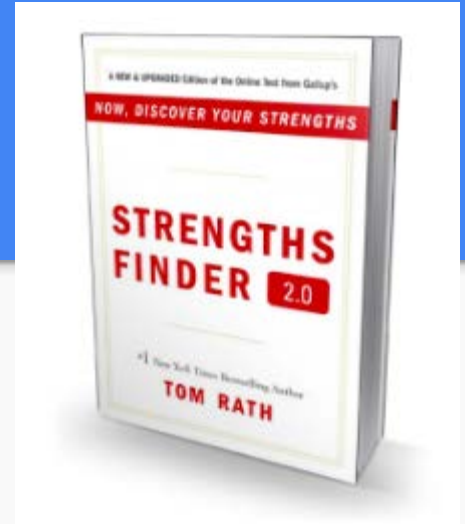
Amanda McFadden
Pomerantz Career Center
University of Iowa

Resources We Use

1. CliftonStrengths, Gallup - [Educator Resources](#)
2. Student Leadership Competencies, Dr. Corey Seemiller
3. “Making Hope Happen”, Dr. Shane Lopez, Gallup Senior Scientist



Gallup CliftonStrengths



- “Develop strengths by building on greatest talents”
- Grounded in Positive Psychology
- StrengthsQuest has helped more than 500,000 students, staff, and faculty members on 600 campuses achieve academic, career, and personal success.

“What would happen if, instead of asking what’s wrong with people, we asked what’s right with people?” - Dr. Donald Clifton

Leadership Themes

Relationship Building Strategic Thinking

Executing

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

Influencing

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

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

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

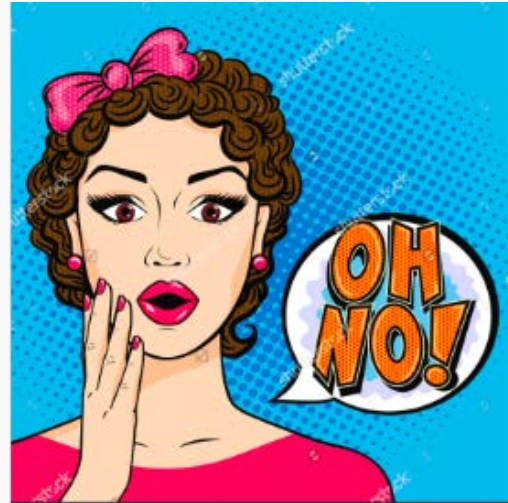
Choices:

Attend a Party with People You Don't Know

Stand up if...



Sit down if...



Choices: Participate in a Competition

Stand up if...



Sit down if....



Choices: Work on a Complex Project

Stand up if...



Sit down if...



Global Experiences Strengthsbased Career Readiness Program - Design

- Strengths Schools - starting to trend for first year students
- GE interns receive top 5 and a Gallup-certified coaching call
- Using the Strengths vocabulary and identifying patterns
- Revisiting Strengths in different environments: personal & professional
- Identifying Strengths in others for team building and relationships

History of Partnerships

Be Better @ Iowa

- Campus history of Be Better
- Introduce SLCs
- Why use both Strengths & SLCs, how they work together

GE & Gallup - since 2013

- Uncovering deeper student reflections on impacts of international internships
- Pilot with 100 London interns
- Hope Survey with Shane Lopez
- 3,427 participants with Top 5 and Strengths-based Career Readiness to date

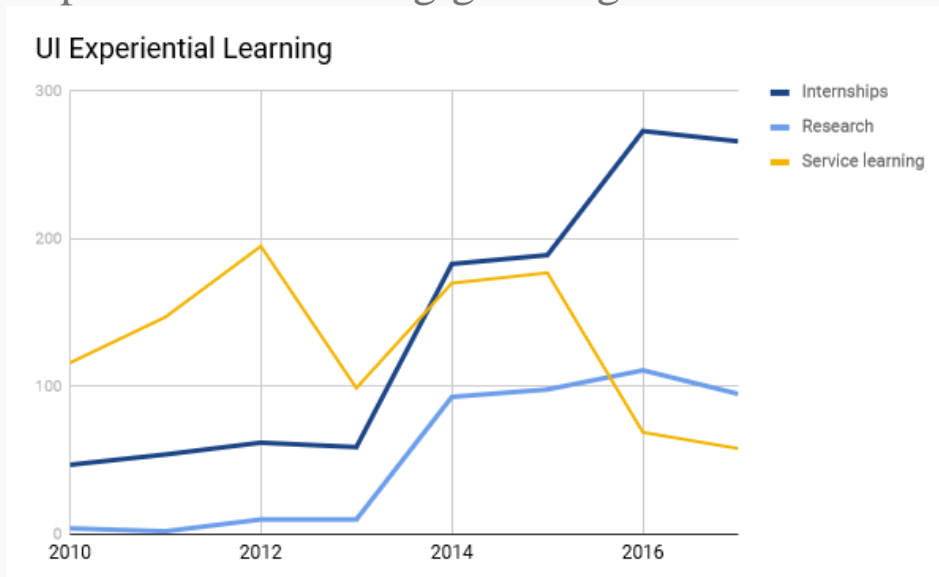
Proving Your Worth to Stakeholders

- Higher education is getting more expensive
- Experiences that charge an additional fee beyond tuition are at risk of being seen as extra and unnecessary
- What is the experience worth?

BUT...the student has to be able to articulate the outcomes and talk about them knowledgeably to potential employers or the experience won't pay off.

Study Abroad

- Strong partnership between Career Center and Study Abroad
- International experiential learning growing



Outcomes

Global Experiences Program Assessment

- Program Design and Launch - [Video](#)
- Survey collaboration with Dr. Shane Lopez, leading psychologist and author of “Making Hope Happen”
- 107 interns were surveyed online pre- and post-program
- 3 Measures: Hope, Well-being and Strengths awareness
- The results of the exit survey showed:
 - 78% increase in Hope
 - 78% increase in Strengths awareness
 - 86% increase in overall Well-being

Be Better @ Iowa Outcomes Report '17'18



76 courses have integrated Strengths, Student Leadership Competencies, or both.



72% of students reported that they discussed their strengths in at least one setting during the fall semester.



Over 900 first-year and second-year students participated in identified high-impact experiences.



Over 300 faculty and staff members have received training on integrating strengths into their work with students.

2017 Returnee Evaluations



95% of interns set goals prior to departure

95% of interns documented stories and achievements while abroad that can be used during interviews or on resumes

2017 targeted competency: Verbal Communication (top 10 attribute sought by employers)

"My boss spoke very little English and I had to break down my thoughts into simple English to get problems fixed and clear up confusion."

Personal Strengths and Problem Solving Abroad

*"I was able to use my **positivity** when things in the office were frustrating."*

*"I used my **adaptability** to adjust to a different work environment quickly."*

As the percentage of the student body that's completed CliftonStrengths increases, interns are increasingly naming their specific Strength and giving better examples.



Career Readiness



“My skills working with children have gotten stronger. Schools here [Spain] are a lot crazier than the U.S. and class sizes are larger, so I’m learning how to anticipate and reduce behavior problems when I do activities with the kids (especially preschoolers).”

“My experience has made me realize I really do love tutoring and helping kids out, so speech pathology is the right career for me. I may want to work in a school in the U.S., but I’d more likely consider a hospital.”

-Hailey, Junior Speech & Hearing Sciences major

Application

Be Better @ Iowa website & toolkit resources

<https://bebetter.uiowa.edu/>

- Toolkit access granted to faculty & staff who've completed training
 - Research and articles on Strengths & SLCs
 - Strengths 101, Strengths with individuals & groups, Strengths for specific contexts (academic advising, career advising, classroom, etc)
 - Incorporating and assessing SLCs

BE BETTER @IOWA

Campus applications of Be Better & within Career Center

- + Career Leadership Academy
- + Fraternity & Sorority Life
- + Intro to Leadership Course
- + LeaderShape Institute
- + Services
- + Tippie College of Business
- + Pomerantz Career Center
- + Recreational Services
- + Residence Assistants
- + Student-Athlete Academic
- + TRIO Student Support Services

BE BETTER @IOWA

Intern Abroad Advising

- Internships attract students about to graduate, looking for answers about what to do next.
- Pre-departure guidance to get the most out of experience (advising, weekly emails, and orientation)
- Re-entry help

Program Evaluations & Contact During Experience

- Ask about how students utilized their Strengths, how were they helpful?
- What skills did you gain and what do you still need to work on?
- How has your outlook on jobs/your major changed?
- What have you learned about yourself?
- What have you accomplished, what are you proud of?
- What has been your greatest challenge?
- Be careful of asking for too much from a survey responses.



Thank you!

Questions?