

## Apéndice B: Clifton Strengths Finder

### *What is StrengthsFinder®?*

Developed by the Gallup Organization, StrengthsFinder is a Web-based assessment of normal personality from the perspective of Positive Psychology. It is the first assessment instrument of this type developed expressly for the Internet. Over a secure connection, StrengthsFinder presents 180 items to the participant. Each item consists of a pair of potential self-descriptors, such as "I read instructions carefully" versus "I like to jump right into things." The descriptors are placed as if anchoring polar ends of a continuum. The participant is then asked to choose from the pair the statement that best describes him or her, and also to what extent that chosen option is descriptive. The respondent is given 20 seconds to respond to a given pair of descriptors before the system moves on to the next pair.

After taking a forty minute StrengthsFinder assessment, the respondent will immediately be able to find out the result of the assessment and see his/her Top Five Signature Themes.

*Fuente: What is StrengthsFinder®? 2005,  
(<http://www.strengthsquest.com/strengthsfinder.asp>)*

### *The Clifton StrengthsFinder: a Revolutionary Tool for Developing Human Potential*

The foundation of Gallup Consulting's strengths management practice is the Clifton StrengthsFinder, the product of a 25-year, multimillion dollar effort to identify the most prevalent human talents -- the building blocks of a strong and productive life.

Gallup Consulting conducted extensive research into the nature of talents, or recurring patterns of thought, feeling, and behavior that can be productively applied. The research revealed 34 themes of talent that are indicative of success. The Clifton StrengthsFinder assessment tool measures a person's talent in each of these 34 themes, then reveals his or her five most dominant themes, or "Signature Themes." It also reveals that person's entire sequence of 34 themes in order of dominance. Individuals who focus on their Signature Themes -- their areas of greatest talent -- have the best opportunity to build strengths and become more successful; the full theme sequence provides insights into their remaining themes and the talents they offer.

*Fuente: The Clifton StrengthsFinder: a Revolutionary Tool for Developing Human Potential, 2005 (<http://www.gallupconsulting.com/content/?CI=61>)*