

# THE STRENGTHS STUDIO

**Illuminate Potential. Expand Possibility.**

## THE STRENGTHS INTEGRATION MATRIX

**The Instructions:** If strengths are an event, they expire. If strengths are a language, they scale. Use the below checklist to identify where your organization is actively integrating strengths and where opportunities exist. Then build your roadmap to design strengths into your organization. Review the completed matrix, circle your top area of strength and star your single biggest opportunity for growth.

Focus Area	Description	Yes	No
01. LEADERSHIP	Strengths-based language is explicitly integrated into organizational values, and senior leaders transparently name, share, and model their dominant themes in regular communications and meetings.	<input type="checkbox"/>	<input type="checkbox"/>
02. TALENT	Marketing and position profiles highlight the strengths-based culture to attract aligned talent. Guardrail: The CliftonStrengths assessment should not be used as a pre-employment hiring tool.	<input type="checkbox"/>	<input type="checkbox"/>
03. ONBOARDING	New hires complete the CliftonStrengths assessment, receive foundational training, share their results, and learn their teammates' strengths. The new hire is added to the Team Grid and actively welcomed to the team.	<input type="checkbox"/>	<input type="checkbox"/>
04. TEAMS	Teams routinely review and utilize their Team Grid to intentionally design complementary partnerships, share individual work-style preferences, and actively manage theme basements before they cause operational friction. A regular team pulse check or survey mechanism is used to monitor ongoing strengths alignment, trust, and momentum.	<input type="checkbox"/>	<input type="checkbox"/>
05. OPERATIONS	Project role assignments, meeting facilitation approaches, and follow-through tracking are intentionally considered through a strengths-based lens. Teams consider the four domains on major tasks to avoid groupthink or unmanaged watch points.	<input type="checkbox"/>	<input type="checkbox"/>
06. DEVELOPMENT	The organization clearly defines the key core competencies required for success. Employees understand the competencies and are given the training, resources, and autonomy to achieve those standards using their unique strengths.	<input type="checkbox"/>	<input type="checkbox"/>
07. COACHING	Managers are trained to lead through a strength's lens, utilizing regular 1-on-1 check-ins to coach performance, set clear expectations, and help team members align daily tasks with natural talents. They know how to build their teams and create a culture of contribution where all team members are valued.	<input type="checkbox"/>	<input type="checkbox"/>
08. STRATEGY	Strategic planning and annual goal-setting sessions directly anchor organizational targets to the collective talent of the team, ensuring that goals are intentionally aligned, partnerships are created for collective success, and momentum is sustainable. The organization has a people development strategy grounded in a strengths-based mindset.	<input type="checkbox"/>	<input type="checkbox"/>
09. RECOGNITION	Wins are celebrated. Recognition programs actively incorporate a strengths-based mindset and name strengths in action, replacing generic praise with targeted appreciation. Recognition encompasses formal, informal, and on-the-spot opportunities to recognize excellence.	<input type="checkbox"/>	<input type="checkbox"/>
10. BRAND	The organization's ecosystem (including the board, external partners, sponsors, alumni, etc.) clearly understands the strengths-based culture and actively helps tell that story to the outside world.	<input type="checkbox"/>	<input type="checkbox"/>