

First Impressions Discussion Guide

The questions below will help you and your client think through their initial impressions after reading their CliftonStrengths results report. As you ask your client these questions, use this guide to record their answers. Remember, the purpose of this discussion is to help your client analyze and study the results from their CliftonStrengths report. By answering these questions, your client will be able to synthesize their reaction, and you will be able to create a record of your client's impressions.

- 1 What was your first reaction to your CliftonStrengths report?
- 2 What has your report helped you discover about your talents?
- 3 Did any part of your report surprise you?
- 4 Is there a particular theme you expected to see among your five Signature Themes, but didn't?
- 5 Have you shared your CliftonStrengths report with anyone? What reaction did you get?
- 6 Tell me about a time when you used one or more of your Signature Themes.
- 7 How have your Signature Themes helped you succeed in the past?
- 8 How are you using one or more of your Signature Themes in your daily life?
- 9 Are any of your Signature Themes (top five) more of a stretch in terms of understanding them or seeing them in yourself? If so, are there parts of the definition that don't seem to apply to you? (As a coach, you may need to provide an alternative understanding of the theme — one that is more in line with how this person expresses the theme and one that is relevant given their other themes.)