

# Advanced CliftonStrengths® Coaching Course

## INSTRUCTOR-LED COURSE

The most effective coaches do three things differently: They have 1) acquired effective coaching skills and the language and principles of strengths-based development, 2) practiced integrating this knowledge and skills effectively into their coaching, and 3) learned when to apply their talents, skills or knowledge in a way that helps clients express and integrate their greatest talents and strengths into their lives.

Gallup has identified seven CliftonStrengths developmental milestones that guide a coach to strengths mastery:

- Understanding
- Awareness
- Appreciation
- Focus and Investment
- Complementary Partnerships
- Application and Strategy
- Self-Expression and Self-Regulation

These milestones not only help coaches master their talents and strengths, but they also support coaches in understanding where their clients are on their path to strengths mastery. By exploring the different milestones, coaches will better recognize how people learn about and evolve in their understanding of their talents and strengths and will be able to identify and help manage their clients' potential challenges.

### Who Should Attend

This program is for CliftonStrengths coaches and serves as continuous education and development for them.

When Don Clifton first introduced the world to CliftonStrengths, he advised, "To polish even one theme so that it becomes a true strength will test your self-awareness and your resourcefulness. To hone all five is the work of a lifetime." Don was acutely aware that mastering strengths was a lifelong journey — a journey that requires continuous learning and refinements.

If you are looking for ways to advance your development as a coach and better guide people on their strengths journey, this course is for you.

### Professional Credit Hours

Participants who successfully complete this course can earn professional credit hours from ICF (14.5 hours), SHRM (14.5 hours) and HRCI (14.5 hours). For more information, contact [CEU@gallup.com](mailto:CEU@gallup.com).

### Program Format

Two-day course

### Prerequisites

- Accelerated Strengths Coaching Course or
- Successful Strengths Coaching and Coaching Individuals, Managers and Teams

You do not need to be a Gallup-Certified Strengths Coach to participate in this course.

### Course Overview

#### Day 1

Welcome and Introduction  
The Pursuit of Mastery  
Your Pursuit of Mastery  
Understanding  
Awareness  
Appreciation  
Focus and Investment  
On the Road to Mastery

#### Day 2

Welcome and Introduction  
Digging Deeper Into CliftonStrengths  
Complementary Partnerships  
Application and Strategy  
Self-Expression and Self-Regulation  
Advancing Your Coaching

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*Instructors conduct this course at Gallup locations worldwide. Gallup can also deliver this course at your location for groups of 15 or more. Visit <http://courses.gallup.com> for upcoming dates, locations and tuition information, or contact [inquiries@gallup.com](mailto:inquiries@gallup.com) with additional questions.*

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## What You Can Expect

During this two-day course, participants gain a rich understanding of the CliftonStrengths developmental milestones and practice integrating them into their coaching.

At the end of this course, participants will be able to:

- assess their level of strengths mastery
- recognize and distinguish the seven CliftonStrengths developmental milestones
- use the CliftonStrengths developmental milestones to understand where clients are on their path to strengths mastery
- use their understanding of the CliftonStrengths developmental milestones to help clients overcome their challenges
- practice coaching techniques through multiple activities and coaching conversations
- broaden their expertise by sharing coaching best practices

Within a month after attending the program, you will have a one-on-one follow-up session with a Gallup strengths coach. Together, you will discuss how to apply and integrate the concepts you learned.

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## Tools Received

Participants receive the following coaching tools and resources to refine their CliftonStrengths coaching.

### Advanced Strengths Coaching Learning Journal

This workbook guides coaches through the activities and experiences of the course. It provides them with a place to explore, test and refine their understanding of the seven CliftonStrengths developmental milestones.

### CliftonStrengths Developmental Milestones Resource Guide

This resource is intended to be an easy reference tool for coaches to use while coaching their clients. For each of the seven CliftonStrengths developmental milestones, this resource includes the milestone definition, tips for recognizing the milestone, coaching questions, coaching techniques and additional coaching practices.

### CliftonStrengths Developmental Milestones Self-Assessment

This brief self-assessment tool provides individuals the opportunity to identify where they are in their own strengths journey to continue their understanding and foster further development.

### CliftonStrengths Resource Guide

This powerful resource provides coaches with a deeper understanding of each of the 34 CliftonStrengths themes. It includes theme descriptions, action items and insights into the power of each theme. This resource guide helps participants better understand all 34 talent themes to increase their coaching effectiveness.

### CliftonStrengths Discovery Cards

This set of cards is a learning tool for coaches to use with their clients. This resource will help individuals examine the subtle differences and distinct power among their dominant CliftonStrengths themes.

### Individual CliftonStrengths Reports:

- CliftonStrengths Top Five Report
- CliftonStrengths Insight and Action Planning Guide
- CliftonStrengths Theme Sequence Report (All 34)