



Utilizing Personal Strengths and Virtues in Student Leadership Development for Social Change

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Program Purpose

- This program is intended to promote leadership development through positive psychology.
- Specifically, this program will provide participants with a model for greater understanding of both individual and collaborative approaches to leadership development through the use of the Social Change Model and Strengths Quest.
- Both are aimed at helping students discover their own personal strengths and virtues for achievement of collective effort, namely social change.
- The concepts presented in this program represent the presenters best thinking on the positive qualities of both the Social Change Model and StrengthsFinder.



Program Outline

1. Introduction
2. Overview of the Social Change Model
3. Overview of Strengths Quest
4. Integrating the Social Change Model with Personal Strengths
5. Group Activities to Demonstrate Connectedness of Social Change and Strengths Quest
6. Discussion of Group Activities
7. Wrap up & Questions



Learning Outcomes

- Gain an understanding the Social Change Model for leadership development and Strengths Quest.
- Identify the important qualities, important for leadership development, of the Social Change Model and Strengths Quest.
- Discuss the advantages and disadvantages of the models.
- Learn about the factors that influence effective integration of the Social Change Model and Strengths Quest.
- Gain insights from presenters on how to incorporate the important qualities of these into their own leadership development programming.



Social Change Model of Leadership Development

- In 1993, the Higher Education Research Institute of UCLA outlined the Social Change Model of Leadership Development (Higher Education Research Institute, 1996).
- In an effort to facilitate positive change and enhance student learning, this model emphasized the relationships of the individual, the group and the community in order to bring about community leadership.
- This model focused on seven core values that are essential in bringing about positive change (Dugan, 2006). These included: consciousness of self, congruence, commitment, collaboration, common purpose, controversy with civility, and citizenship.



Three Perspectives (Levels) of the Social Change Model

Individual

“What personal qualities are we attempting to foster and develop in those who participate in a leadership development program? What personal qualities are most supportive of group functioning and positive social change?”

Group

“How can the collaborative leadership development process be designed not only to facilitate the development of the desired individual qualities but also to effect positive social change?”

Community

“Toward what social ends is the leadership development activity directed? What kinds of activities are the most effective in energizing the group and in developing desired personal qualities in the individual?”

(HERI, 1996)



Values (Core Critical Elements) of the Social Change Model

Individual

- Consciousness of Self
- Congruence
- Commitment

Group

- Collaboration
- Common Purpose
- Controversy with Civility

Community

- Citizenship



Strengths Quest

- Strengths Quest is an assessment tool created by Donald Clifton, Ph.D. and Edward “Chip” Anderson, Ph.D. and is grounded in positive psychology.
- This tool allows students, faculty and staff to focus on an individual’s natural talent and develop them into strengths (Clifton, Anderson, & Schreiner, 2006).
- This tool can be utilized to enhance advising, supervision, personal and group skill development (Buckingham, 2007; Buckingham, & Clifton, 2001).
- Like the Social Change Model, Strengths Quest provides individuals with insights into their own personal strengths and values for the achievement of positive change.



Strengths Quest Themes

- Achiever
- Activator
- Adaptability
- Analytical
- Arranger
- Belief
- Command
- Communication
- Competition
- Connectedness
- Consistency
- Context
- Deliberative
- Developer
- Discipline
- Empathy
- Focus
- Futuristic
- Harmony
- Ideation
- Includer
- Individualization
- Input
- Intellection
- Learner
- Maximizer
- Positivity
- Relator
- Responsibility
- Restorative
- Self-assurance
- Significance
- Strategic
- Woo



The Four StrengthsFinder Domains

Relating Themes (Working with People)

- Harmony
- Communication
- Empathy
- Includer
- Individualization
- Relator
- Responsibility

Impacting Themes (Influencing People)

- Command
- Competition
- Developer
- Positivity
- Maximizer
- Woo



The Four StrengthsFinder Domains

Striving Themes (Working Harder)

- Achiever
- Activator
- Belief
- Significance
- Discipline
- Adaptability
- Focus
- Restorative
- Self-assurance

Thinking Themes (Working Smarter)

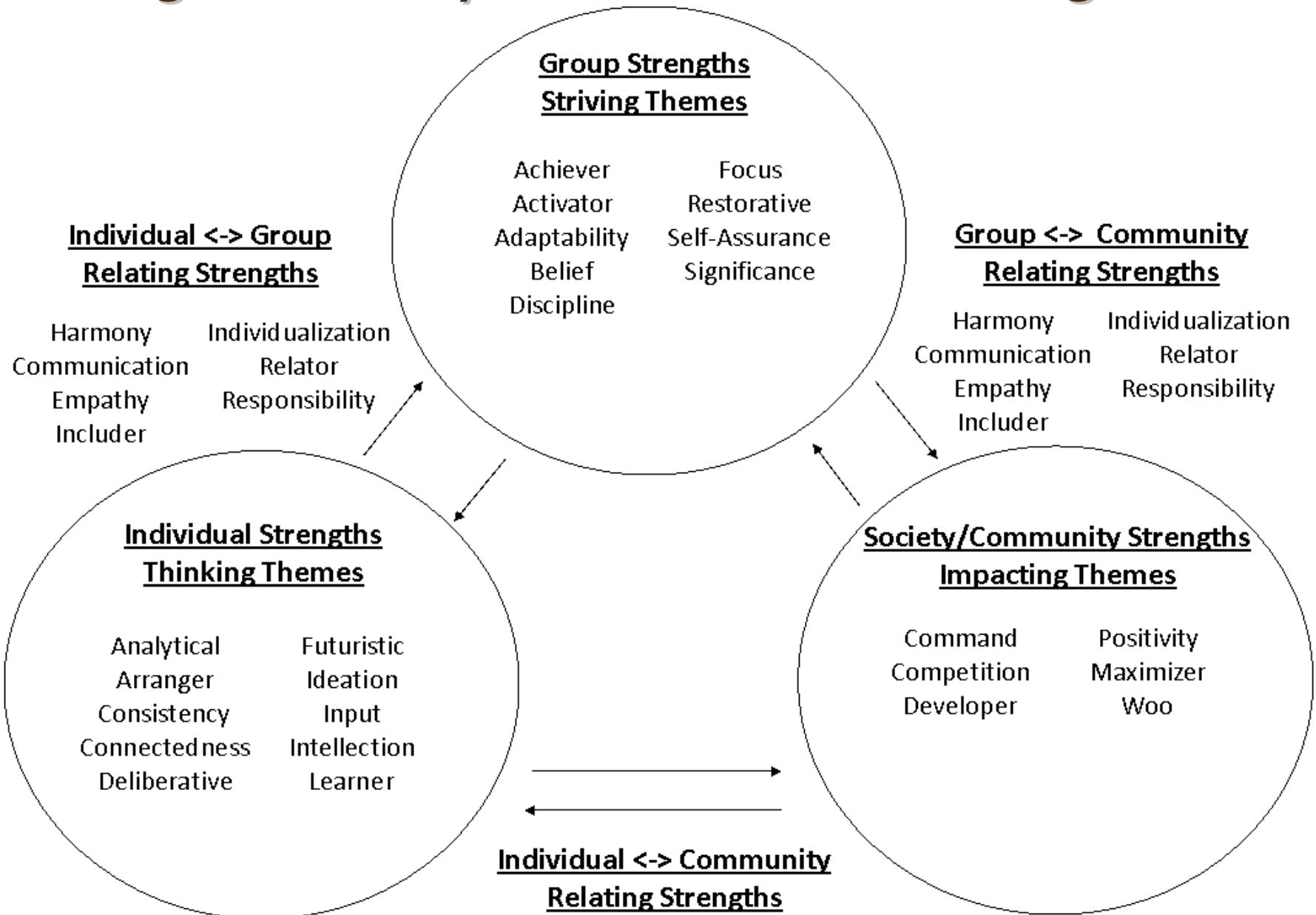
- Analytical
- Arranger
- Consistency
- Connectedness
- Deliberative
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Context
- Strategic



Social Change and Strengths Quest

- Both the Social Change Model and Strengths Quest provide inclusive strategies which can enhance student leadership development.
- Our model, developed at the University of Arkansas, integrates the values and critical elements (individual, group and community) of the Social Change Model with those of Strengths Quest (relating, thinking, striving and impacting).
- These values and elements can be adopted as a guiding philosophy for the creation of student leadership development programming at colleges and universities.
- Through the integration of these concepts leadership educators are able to develop students on an individual and group level to affect positive change. This approach focuses on both individuality and collaborative approaches to development (Astin, 1996).

Strengths Portrayed in the Social Change Model



Mapping Strengths through Social Change

Name of Program or Group:

Purpose of the Program or Group:

Group Strengths
Striving Themes

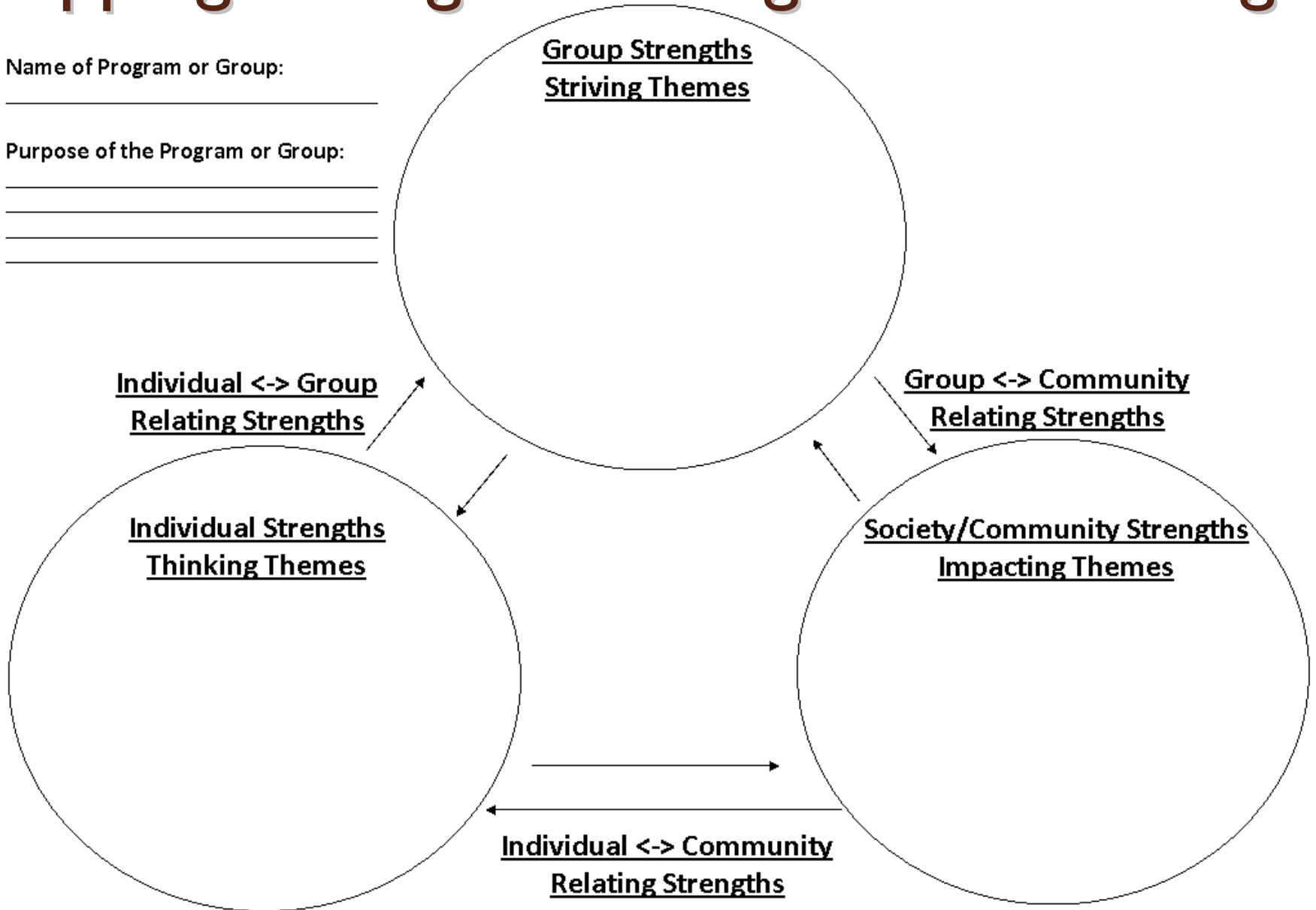
Individual <-> Group
Relating Strengths

Individual Strengths
Thinking Themes

Group <-> Community
Relating Strengths

Society/Community Strengths
Impacting Themes

Individual <-> Community
Relating Strengths



Mapping Strengths through Social Change

Name of Program or Group:

University of Arkansas Student Government
Executive Officers

Purpose of the Program or Group:

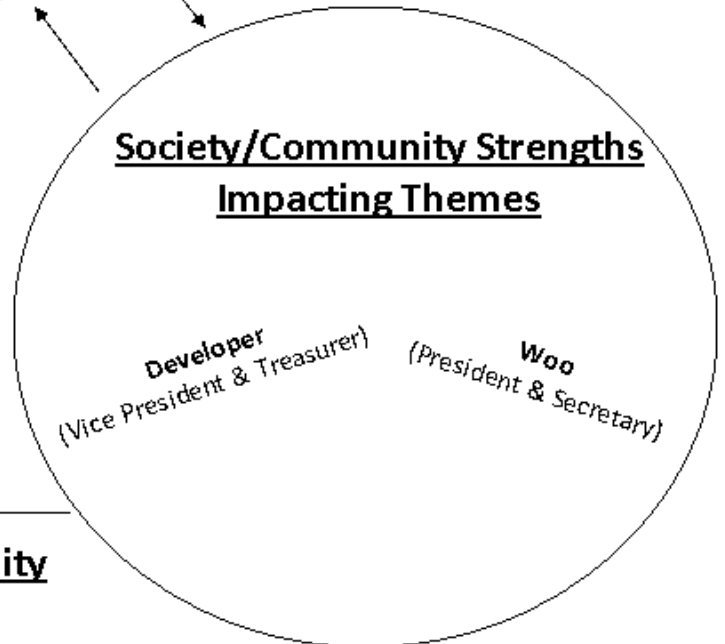
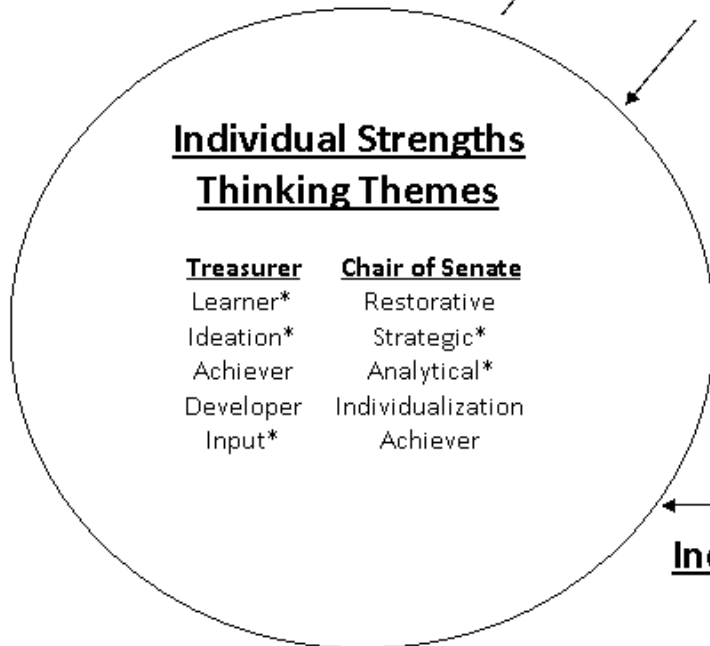
- act as an organized voice for all students
- to effectively represent students in the University's decision and policy making process
- to provide a broad educational experience for students, while promoting citizenship on campus and in the greater community



Group <-> Community Relating Strengths

<p><u>President</u> Restorative Woo Includer* Belief Responsibility*</p> <p><u>Secretary</u> Woo Input Harmony* Includer* Belief</p>	<p><u>Vice President</u> Relator* Includer* Restorative Developer Striving</p> <p><u>Chief of Staff</u> Communication* Belief Responsibility* Strategic Activator</p>
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Individual <-> Group Relating Strengths



Individual <-> Community Relating Strengths



Recommended Questions to Ask

1. What learning outcome(s) or change would you like the participants to experience/gain?
2. What kinds of activities are the most effective in energizing the group and in developing desired personal qualities in the individual?
3. How do we utilize personal strengths to develop citizen leaders committed to making the world a better place?
4. How can we be intentional to make improvements without adding more time to the program?



Activities to Enhance Strengths

- Individual Activities
 - *Strengths Based Leadership* by Rath & Conchie
 - Values Exercises
- Group Activities
 - Link Learning Outcomes and Activities to Social Change
- Community Activities
 - Conduct a community needs assessment and implementation plan
 - Utilize personal strengths to volunteer



Recommended Resources

- T. Rath & B. Conchie (2008). *Strengths based Leadership: Great Leaders, Teams, and Why People Follow*. New York: Gallup Press.
- <http://cliftonstrengthsfinder.blogspot.com>
- <http://www.baylor.edu/strengths>
- <http://www.apu.edu/strengthsacademy>
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