

# CLIFTON STRENGTHS TEAM ACTIVITIES GUIDE

**CLIFTON STRENGTHS TEAM ACTIVITIES GUIDE** OFFERS A COMPREHENSIVE APPROACH TO UNDERSTANDING AND LEVERAGING INDIVIDUAL TALENTS WITHIN A TEAM SETTING. THIS GUIDE EXPLORES HOW TEAMS CAN UTILIZE THE CLIFTONSTRENGTHS ASSESSMENT TO IDENTIFY UNIQUE STRENGTHS, FOSTER COLLABORATION, AND IMPROVE OVERALL PERFORMANCE. BY INTEGRATING TARGETED ACTIVITIES BASED ON THESE STRENGTHS, MANAGERS AND TEAM MEMBERS CAN CREATE A MORE ENGAGING AND PRODUCTIVE WORK ENVIRONMENT. THE ARTICLE WILL DETAIL THE BENEFITS OF STRENGTH-BASED TEAM DEVELOPMENT, VARIOUS PRACTICAL ACTIVITIES TAILORED TO CLIFTONSTRENGTHS THEMES, AND STRATEGIES FOR EFFECTIVE IMPLEMENTATION. ADDITIONALLY, IT WILL PROVIDE TIPS FOR SUSTAINING MOMENTUM AND MEASURING THE IMPACT OF THESE ACTIVITIES OVER TIME. THIS THOROUGH OVERVIEW AIMS TO EQUIP ORGANIZATIONS WITH ACTIONABLE INSIGHTS TO MAXIMIZE TEAM POTENTIAL THROUGH THE CLIFTONSTRENGTHS FRAMEWORK.

- UNDERSTANDING CLIFTONSTRENGTHS AND ITS IMPORTANCE IN TEAMS
- BENEFITS OF USING CLIFTONSTRENGTHS IN TEAM ACTIVITIES
- TOP CLIFTONSTRENGTHS TEAM ACTIVITIES FOR ENGAGEMENT AND DEVELOPMENT
- IMPLEMENTING CLIFTONSTRENGTHS ACTIVITIES EFFECTIVELY
- MEASURING SUCCESS AND SUSTAINING STRENGTHS-BASED TEAM GROWTH

## UNDERSTANDING CLIFTONSTRENGTHS AND ITS IMPORTANCE IN TEAMS

THE CLIFTONSTRENGTHS ASSESSMENT, DEVELOPED BY GALLUP, IDENTIFIES AN INDIVIDUAL'S NATURAL TALENTS ACROSS 34 DISTINCT THEMES. THESE STRENGTHS REPRESENT CONSISTENT PATTERNS OF THOUGHT, FEELING, AND BEHAVIOR THAT CAN BE PRODUCTIVELY APPLIED IN WORK AND COLLABORATION. WHEN TEAMS UNDERSTAND THEIR COLLECTIVE AND INDIVIDUAL STRENGTHS, THEY CAN OPTIMIZE ROLES, ENHANCE COMMUNICATION, AND REDUCE CONFLICT. THE ASSESSMENT ENCOURAGES A SHIFT FROM FOCUSING ON WEAKNESSES TO MAXIMIZING STRENGTHS, WHICH IS CRUCIAL FOR TEAM DEVELOPMENT. RECOGNIZING AND APPRECIATING DIVERSE TALENTS FOSTERS A CULTURE OF RESPECT AND INCLUSIVITY THAT DRIVES TEAM COHESION.

## WHAT ARE CLIFTONSTRENGTHS THEMES?

CLIFTONSTRENGTHS CATEGORIZES TALENTS INTO 34 THEMES GROUPED INTO FOUR DOMAINS: EXECUTING, INFLUENCING, RELATIONSHIP BUILDING, AND STRATEGIC THINKING. EACH THEME REFLECTS A UNIQUE WAY INDIVIDUALS CONTRIBUTE TO TEAM SUCCESS. FOR EXAMPLE, THEMES LIKE ACHIEVER AND RESPONSIBILITY FALL UNDER EXECUTING, WHILE COMMUNICATION AND WOO ARE PART OF INFLUENCING. UNDERSTANDING THESE DOMAINS HELPS TEAMS ALIGN RESPONSIBILITIES WITH MEMBERS' NATURAL ABILITIES, RESULTING IN HIGHER EFFICIENCY AND JOB SATISFACTION.

## THE ROLE OF STRENGTHS IN TEAM DYNAMICS

TEAMS THAT LEVERAGE STRENGTHS TEND TO EXPERIENCE IMPROVED COLLABORATION AND REDUCED FRICTION. BY FOCUSING ON WHAT MEMBERS DO BEST, TEAMS CAN DELEGATE TASKS MORE EFFECTIVELY AND FOSTER MUTUAL APPRECIATION. STRENGTHS-BASED TEAMS ARE MORE ADAPTABLE, INNOVATIVE, AND RESILIENT IN THE FACE OF CHALLENGES. THIS APPROACH ALSO ENHANCES MOTIVATION AND ENGAGEMENT, AS INDIVIDUALS FEEL VALUED FOR THEIR UNIQUE CONTRIBUTIONS.

# BENEFITS OF USING CLIFTONSTRENGTHS IN TEAM ACTIVITIES

INTEGRATING CLIFTONSTRENGTHS INTO TEAM-BUILDING EXERCISES OFFERS MEASURABLE ADVANTAGES. THESE BENEFITS EXTEND BEYOND INDIVIDUAL GROWTH TO ENCOMPASS ENHANCED TEAM PERFORMANCE AND CULTURE. UTILIZING A STRENGTHS-BASED APPROACH ALIGNS TEAM OBJECTIVES WITH PERSONAL TALENTS, RESULTING IN A MORE MOTIVATED AND PRODUCTIVE WORKFORCE. ADDITIONALLY, IT HELPS UNCOVER HIDDEN POTENTIAL AND UNTAPPED SKILLS WITHIN THE GROUP.

## ENHANCED COMMUNICATION AND UNDERSTANDING

ONE OF THE PRIMARY BENEFITS OF STRENGTHS-BASED ACTIVITIES IS IMPROVED COMMUNICATION. WHEN TEAM MEMBERS UNDERSTAND EACH OTHER'S STRENGTHS, THEY CAN TAILOR THEIR INTERACTIONS TO BE MORE EFFECTIVE. THIS AWARENESS REDUCES MISUNDERSTANDINGS AND ENCOURAGES EMPATHY, LEADING TO STRONGER INTERPERSONAL RELATIONSHIPS.

## INCREASED ENGAGEMENT AND MORALE

EMPLOYEES WHO ARE ENCOURAGED TO USE THEIR STRENGTHS ARE MORE ENGAGED AND SATISFIED. STRENGTHS-BASED ACTIVITIES GIVE MEMBERS A SENSE OF PURPOSE AND BELONGING, WHICH POSITIVELY AFFECTS MORALE. TEAMS THAT REGULARLY ENGAGE IN SUCH ACTIVITIES REPORT HIGHER LEVELS OF TRUST AND COLLABORATION.

## BETTER CONFLICT RESOLUTION

UNDERSTANDING DIVERSE STRENGTHS CAN ALSO HELP TEAMS APPROACH CONFLICTS CONSTRUCTIVELY. RECOGNIZING WHY INDIVIDUALS BEHAVE DIFFERENTLY BASED ON THEIR TALENTS ALLOWS TEAMS TO ADDRESS DISAGREEMENTS WITH RESPECT AND CLARITY. THIS PROACTIVE APPROACH MINIMIZES DISRUPTION AND FOSTERS A POSITIVE WORKING ENVIRONMENT.

## TOP CLIFTONSTRENGTHS TEAM ACTIVITIES FOR ENGAGEMENT AND DEVELOPMENT

THERE ARE NUMEROUS ACTIVITIES DESIGNED TO HARNESS THE POWER OF CLIFTONSTRENGTHS IN TEAM SETTINGS. THESE EXERCISES FOCUS ON IDENTIFYING, SHARING, AND APPLYING STRENGTHS TO ACHIEVE TEAM GOALS. INCORPORATING A VARIETY OF ACTIVITIES KEEPS THE PROCESS DYNAMIC AND CATERS TO DIFFERENT LEARNING STYLES.

### STRENGTHS MAPPING

THIS ACTIVITY INVOLVES CREATING A VISUAL MAP OF THE TEAM'S COLLECTIVE STRENGTHS. EACH MEMBER SHARES THEIR TOP FIVE CLIFTONSTRENGTHS, WHICH ARE THEN PLOTTED ON A SHARED CHART OR BOARD. THE MAP HIGHLIGHTS AREAS OF STRENGTH CONCENTRATION AND GAPS, HELPING THE TEAM UNDERSTAND ITS OVERALL TALENT PROFILE.

- ENCOURAGES AWARENESS OF DIVERSE STRENGTHS
- IDENTIFIES COMPLEMENTARY SKILLS FOR PROJECT ASSIGNMENTS
- FACILITATES STRATEGIC PLANNING BASED ON TEAM CAPABILITIES

### STRENGTHS-BASED ROLE ASSIGNMENT

ASSIGNING TASKS AND RESPONSIBILITIES BASED ON INDIVIDUAL STRENGTHS ENHANCES PRODUCTIVITY. THIS ACTIVITY REQUIRES

MANAGERS OR TEAM LEADS TO REVIEW CLIFTONSTRENGTHS RESULTS AND ALIGN ROLES ACCORDINGLY. IT CAN INVOLVE TEAM DISCUSSIONS TO ENSURE ALIGNMENT AND BUY-IN.

- MAXIMIZES EFFICIENCY BY LEVERAGING NATURAL TALENTS
- INCREASES JOB SATISFACTION THROUGH MEANINGFUL WORK
- REDUCES BURNOUT BY AVOIDING MISMATCHES BETWEEN TASKS AND STRENGTHS

## STRENGTHS STORYTELLING

TEAM MEMBERS SHARE PERSONAL STORIES ILLUSTRATING HOW THEY HAVE USED THEIR STRENGTHS EFFECTIVELY IN PAST EXPERIENCES. THIS EXERCISE BUILDS EMPATHY AND UNDERSTANDING WHILE REINFORCING THE PRACTICAL VALUE OF STRENGTHS.

- ENHANCES TEAM BONDING THROUGH SHARED NARRATIVES
- INSPIRES OTHERS TO APPLY THEIR STRENGTHS CREATIVELY
- FOSTERS A CULTURE OF OPENNESS AND TRUST

## STRENGTHS-BASED PROBLEM SOLVING

TEAMS TACKLE REAL OR HYPOTHETICAL CHALLENGES BY LEVERAGING THEIR COLLECTIVE STRENGTHS. THIS ACTIVITY ENCOURAGES CREATIVE THINKING AND COLLABORATION, WITH EACH MEMBER CONTRIBUTING FROM THEIR AREA OF EXPERTISE.

- PROMOTES INNOVATION THROUGH DIVERSE PERSPECTIVES
- BUILDS CONFIDENCE IN USING STRENGTHS TO OVERCOME OBSTACLES
- IMPROVES DECISION-MAKING THROUGH STRENGTHS ALIGNMENT

## IMPLEMENTING CLIFTONSTRENGTHS ACTIVITIES EFFECTIVELY

SUCCESSFUL INTEGRATION OF CLIFTONSTRENGTHS TEAM ACTIVITIES REQUIRES CAREFUL PLANNING AND EXECUTION. ORGANIZATIONS MUST FOSTER A SUPPORTIVE ENVIRONMENT AND PROVIDE ADEQUATE RESOURCES FOR THE PROCESS. CLEAR COMMUNICATION AND LEADERSHIP ENDORSEMENT ARE CRITICAL TO SUSTAINING ENGAGEMENT.

## PREPARATION AND TRAINING

BEFORE CONDUCTING ACTIVITIES, TEAMS SHOULD UNDERSTAND THE PURPOSE AND STRUCTURE OF CLIFTONSTRENGTHS. PROVIDING TRAINING OR WORKSHOPS ENSURES MEMBERS ARE FAMILIAR WITH THE ASSESSMENT AND HOW TO INTERPRET RESULTS. THIS FOUNDATION ENABLES MORE MEANINGFUL PARTICIPATION.

## FACILITATION AND GUIDANCE

EXPERIENCED FACILITATORS CAN GUIDE TEAMS THROUGH ACTIVITIES TO MAXIMIZE IMPACT. FACILITATORS HELP MAINTAIN

FOCUS, ENCOURAGE PARTICIPATION, AND MANAGE GROUP DYNAMICS. THEIR EXPERTISE ENSURES THAT EXERCISES ALIGN WITH ORGANIZATIONAL GOALS.

## **CUSTOMIZATION AND FLEXIBILITY**

TAILORING ACTIVITIES TO THE TEAM'S CONTEXT AND NEEDS ENHANCES RELEVANCE. DIFFERENT TEAMS MAY REQUIRE DISTINCT APPROACHES BASED ON SIZE, CULTURE, AND OBJECTIVES. FLEXIBILITY IN ADAPTING ACTIVITIES PROMOTES HIGHER ENGAGEMENT AND EFFECTIVENESS.

## **MEASURING SUCCESS AND SUSTAINING STRENGTHS-BASED TEAM GROWTH**

MONITORING THE OUTCOMES OF CLIFTONSTRENGTHS TEAM ACTIVITIES HELPS DEMONSTRATE VALUE AND INFORM CONTINUOUS IMPROVEMENT. ESTABLISHING METRICS AND FEEDBACK MECHANISMS ENSURES THAT STRENGTHS-BASED INITIATIVES REMAIN ALIGNED WITH TEAM AND ORGANIZATIONAL GOALS.

## **KEY PERFORMANCE INDICATORS**

RELEVANT KPIs FOR STRENGTHS-BASED ACTIVITIES INCLUDE EMPLOYEE ENGAGEMENT SCORES, PRODUCTIVITY METRICS, AND TEAM COHESION INDICATORS. TRACKING THESE OVER TIME PROVIDES INSIGHTS INTO THE EFFECTIVENESS OF THE PROGRAM.

## **FEEDBACK AND REFLECTION**

REGULAR FEEDBACK SESSIONS ENCOURAGE TEAM MEMBERS TO REFLECT ON THEIR EXPERIENCES AND SHARE SUGGESTIONS. THIS ONGOING DIALOGUE SUPPORTS ADJUSTMENTS AND REINFORCES A CULTURE OF CONTINUOUS DEVELOPMENT.

## **EMBEDDING STRENGTHS IN TEAM CULTURE**

TO SUSTAIN GROWTH, STRENGTHS-BASED THINKING SHOULD BE INTEGRATED INTO EVERYDAY PRACTICES. THIS CAN INVOLVE INCORPORATING STRENGTHS LANGUAGE IN MEETINGS, RECOGNITION PROGRAMS, AND PERFORMANCE REVIEWS. LONG-TERM COMMITMENT ENSURES THAT THE BENEFITS OF CLIFTONSTRENGTHS ACTIVITIES ENDURE AND EVOLVE.

## **FREQUENTLY ASKED QUESTIONS**

### **WHAT IS THE CLIFTON STRENGTHS TEAM ACTIVITIES GUIDE?**

THE CLIFTON STRENGTHS TEAM ACTIVITIES GUIDE IS A RESOURCE DESIGNED TO HELP TEAMS UNDERSTAND AND APPLY THE CLIFTONSTRENGTHS ASSESSMENT RESULTS THROUGH INTERACTIVE EXERCISES, FOSTERING COLLABORATION AND LEVERAGING INDIVIDUAL TALENTS.

### **HOW CAN THE CLIFTON STRENGTHS TEAM ACTIVITIES GUIDE IMPROVE TEAM PERFORMANCE?**

BY USING THE GUIDE'S ACTIVITIES, TEAMS CAN IDENTIFY EACH MEMBER'S UNIQUE STRENGTHS, IMPROVE COMMUNICATION, BUILD TRUST, AND ALIGN TASKS WITH INDIVIDUAL TALENTS, LEADING TO ENHANCED TEAMWORK AND OVERALL PERFORMANCE.

## WHAT TYPES OF ACTIVITIES ARE INCLUDED IN THE CLIFTON STRENGTHS TEAM ACTIVITIES GUIDE?

THE GUIDE INCLUDES A VARIETY OF ACTIVITIES SUCH AS STRENGTH-SHARING EXERCISES, TEAM-BUILDING GAMES, ROLE ASSIGNMENTS BASED ON STRENGTHS, AND REFLECTION PROMPTS TO DEEPEN UNDERSTANDING OF INDIVIDUAL AND TEAM DYNAMICS.

## WHO CAN BENEFIT FROM USING THE CLIFTON STRENGTHS TEAM ACTIVITIES GUIDE?

MANAGERS, TEAM LEADERS, HR PROFESSIONALS, AND TEAM MEMBERS IN ANY ORGANIZATIONAL SETTING CAN BENEFIT FROM THE GUIDE TO FOSTER A STRENGTHS-BASED CULTURE AND IMPROVE COLLABORATION.

## IS PRIOR KNOWLEDGE OF CLIFTONSTRENGTHS NECESSARY TO USE THE TEAM ACTIVITIES GUIDE?

WHILE BASIC FAMILIARITY WITH THE CLIFTONSTRENGTHS ASSESSMENT IS HELPFUL, THE GUIDE IS DESIGNED TO BE USER-FRIENDLY AND INCLUDES EXPLANATIONS TO HELP TEAMS EFFECTIVELY ENGAGE WITH THE ACTIVITIES REGARDLESS OF PRIOR EXPERIENCE.

## CAN THE CLIFTON STRENGTHS TEAM ACTIVITIES GUIDE BE USED FOR REMOTE OR VIRTUAL TEAMS?

YES, MANY ACTIVITIES IN THE GUIDE CAN BE ADAPTED FOR VIRTUAL SETTINGS, ENABLING REMOTE TEAMS TO CONNECT, SHARE STRENGTHS, AND COLLABORATE EFFECTIVELY DESPITE PHYSICAL DISTANCE.

## WHERE CAN I FIND OR PURCHASE THE CLIFTON STRENGTHS TEAM ACTIVITIES GUIDE?

THE GUIDE IS AVAILABLE THROUGH GALLUP'S OFFICIAL WEBSITE, AS WELL AS OTHER AUTHORIZED DISTRIBUTORS AND PLATFORMS OFFERING CLIFTONSTRENGTHS RESOURCES AND TRAINING MATERIALS.

## ADDITIONAL RESOURCES

### 1. *STRENGTHS BASED LEADERSHIP: GREAT LEADERS, TEAMS, AND WHY PEOPLE FOLLOW*

THIS BOOK EXPLORES HOW LEADERS CAN LEVERAGE THEIR UNIQUE STRENGTHS AND THOSE OF THEIR TEAM MEMBERS TO BUILD HIGHLY EFFECTIVE TEAMS. IT OFFERS PRACTICAL ADVICE ON IDENTIFYING INDIVIDUAL TALENTS AND ALIGNING THEM WITH ORGANIZATIONAL GOALS. READERS WILL FIND STRATEGIES FOR MAXIMIZING TEAM PERFORMANCE AND FOSTERING A CULTURE OF TRUST AND COLLABORATION.

### 2. *BUILDING STRENGTHS-BASED TEAMS: A GUIDE TO MAXIMIZING TALENT AND PERFORMANCE*

FOCUSED ON TEAM DEVELOPMENT, THIS GUIDE PROVIDES ACTIVITIES AND EXERCISES DESIGNED TO HELP TEAMS DISCOVER AND UTILIZE THEIR COLLECTIVE STRENGTHS. IT EMPHASIZES THE IMPORTANCE OF UNDERSTANDING INDIVIDUAL DIFFERENCES AND CREATING SYNERGY THROUGH COMPLEMENTARY TALENTS. THE BOOK INCLUDES STEP-BY-STEP INSTRUCTIONS FOR WORKSHOPS AND TEAM-BUILDING SESSIONS.

### 3. *NOW, DISCOVER YOUR STRENGTHS: THE KEY TO UNLOCKING YOUR POTENTIAL*

WHILE PRIMARILY FOCUSED ON INDIVIDUAL STRENGTHS, THIS CLASSIC BOOK INTRODUCES THE CONCEPT OF TALENTS AND HOW RECOGNIZING THEM CAN TRANSFORM PERSONAL AND TEAM DYNAMICS. IT OFFERS TOOLS FOR IDENTIFYING STRENGTHS AND PROVIDES A FOUNDATION FOR APPLYING THESE INSIGHTS IN TEAM SETTINGS. THE BOOK IS A VALUABLE RESOURCE FOR FACILITATORS LOOKING TO INCORPORATE STRENGTHS-BASED APPROACHES INTO TEAM ACTIVITIES.

### 4. *THE CLIFTONSTRENGTHS 34: UNLOCKING YOUR TEAM'S FULL POTENTIAL*

THIS COMPREHENSIVE GUIDE DIVES DEEP INTO THE 34 CLIFTONSTRENGTHS THEMES AND HOW THEY MANIFEST WITHIN TEAMS. IT INCLUDES DETAILED DESCRIPTIONS AND PRACTICAL APPLICATIONS FOR EACH STRENGTH, HELPING TEAMS UNDERSTAND THEIR DIVERSE MAKEUP. FACILITATORS WILL FIND A RICH RESOURCE OF ACTIVITIES TAILORED TO HARNESS THE POWER OF THESE STRENGTHS IN GROUP SETTINGS.

5. *TEAM STRENGTHS COACHING: PRACTICAL TOOLS FOR STRENGTHS-BASED TEAM DEVELOPMENT*

DESIGNED FOR COACHES AND TEAM LEADERS, THIS BOOK OFFERS ACTIONABLE TECHNIQUES TO FOSTER STRENGTHS-BASED DEVELOPMENT WITHIN TEAMS. IT INCLUDES COACHING MODELS, ASSESSMENT TOOLS, AND INTERACTIVE EXERCISES THAT PROMOTE ENGAGEMENT AND GROWTH. THE BOOK HIGHLIGHTS THE IMPORTANCE OF CONTINUOUS FEEDBACK AND STRENGTH REINFORCEMENT IN ACHIEVING TEAM SUCCESS.

6. *STRENGTHSFINDER 2.0: A PRACTICAL GUIDE TO DISCOVERING AND DEVELOPING YOUR STRENGTHS*

THIS UPDATED EDITION PROVIDES A STRAIGHTFORWARD APPROACH TO IDENTIFYING PERSONAL STRENGTHS AND APPLYING THEM IN VARIOUS CONTEXTS, INCLUDING TEAM ENVIRONMENTS. IT FEATURES AN ONLINE ASSESSMENT AND INSIGHTFUL STRATEGIES FOR LEVERAGING TALENTS COLLABORATIVELY. THE BOOK SERVES AS A FOUNDATIONAL RESOURCE FOR TEAM ACTIVITIES CENTERED ON STRENGTHS DISCOVERY.

7. *MAXIMIZING TEAM POTENTIAL: STRENGTHS-BASED APPROACHES FOR HIGH-PERFORMING GROUPS*

THIS BOOK PRESENTS RESEARCH-BACKED METHODS FOR CULTIVATING HIGH-PERFORMING TEAMS THROUGH STRENGTHS AWARENESS. IT INCLUDES CASE STUDIES, TEAM EXERCISES, AND FACILITATION TIPS THAT HELP UNLOCK HIDDEN POTENTIAL WITHIN GROUPS. READERS WILL LEARN HOW TO CREATE AN ENVIRONMENT WHERE INDIVIDUAL STRENGTHS CONTRIBUTE TO COLLECTIVE ACHIEVEMENT.

8. *STRENGTHS-BASED TEAM BUILDING: ACTIVITIES AND STRATEGIES FOR EFFECTIVE COLLABORATION*

PACKED WITH INTERACTIVE ACTIVITIES, THIS GUIDE HELPS TEAMS BUILD TRUST, IMPROVE COMMUNICATION, AND ENHANCE COLLABORATION THROUGH A STRENGTHS LENS. IT OFFERS PRACTICAL FRAMEWORKS FOR DESIGNING WORKSHOPS THAT ENGAGE PARTICIPANTS AND FOSTER MUTUAL APPRECIATION OF DIVERSE TALENTS. THE BOOK IS IDEAL FOR HR PROFESSIONALS AND TEAM FACILITATORS SEEKING HANDS-ON RESOURCES.

9. *THE POWER OF STRENGTHS: HOW TO USE YOUR TALENTS TO IMPROVE TEAM DYNAMICS*

THIS INSIGHTFUL BOOK EXPLAINS THE PSYCHOLOGICAL PRINCIPLES BEHIND STRENGTHS-BASED DEVELOPMENT AND ITS IMPACT ON TEAM COHESION. IT PROVIDES TOOLS FOR ASSESSING TEAM STRENGTHS PROFILES AND ALIGNING TASKS ACCORDINGLY. THE AUTHOR EMPHASIZES THE ROLE OF STRENGTHS IN BOOSTING MOTIVATION, REDUCING CONFLICT, AND ACHIEVING SHARED GOALS.

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