

FIRST IMPRESSIONS DISCUSSION GUIDE

Coach's Name: _____

Client's Name: _____

Session Date: _____

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

1	What was your first reaction to your Clifton StrengthsFinder report(s)?
2	What has your report(s) helped you discover about your talents?
3	Did any part of your report(s) 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 StrengthsFinder report(s) 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 his or her other themes.)