

GATHER TO GROW

MANAGEMENT RETREAT 2026

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CliftonStrengths® Themes

Achiever® People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

Activator® People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.

Adaptability® People exceptionally talented in the Adaptability theme prefer to go with the flow. They take things as they come and discover the future one day at a time.

Analytical® People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.

Arranger® People exceptionally talented in the Arranger theme are both organized and flexible. They enjoy figuring out how to align people and resources to get the best results.

Belief® People exceptionally talented in the Belief theme have certain core values that are unchanging. These values provide direction and a strong sense of purpose.

Command® People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.

Communication® People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

Competition® People exceptionally talented in the Competition theme measure their progress against the performance of others. They love contests and need to win.

Connectedness® People exceptionally talented in the Connectedness theme believe everything is linked and that there are few coincidences. For them, everything happens for a reason.

Consistency® People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.

Context® People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

Deliberative® People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions. They anticipate risks and move forward cautiously.

Developer® People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and love when they see someone make progress.

Discipline® People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

Empathy® People exceptionally talented in the Empathy theme have an instinctive ability to understand people. They feel others' emotions as if they were their own.

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CliftonStrengths® Themes

Focus®	People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.
Futuristic®	People exceptionally talented in the Futuristic theme vividly imagine the future. They inspire and energize others with their vision of what could be.
Harmony®	People exceptionally talented in the Harmony theme look for consensus. They have no use for unnecessary friction and guide others toward practical solutions.
Ideation®	People exceptionally talented in the Ideation theme are fascinated by ideas. They see connections that others don't and can view the world from different perspectives.
Includer®	People exceptionally talented in the Includer theme accept others. They are instinctively aware of those who feel left out and make an effort to include them.
Individualization®	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
Input®	People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.
Intellection®	People exceptionally talented in the Intellection theme enjoy deep thinking. They are introspective and appreciate intellectual discussions.
Learner®	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
Maximizer®	People exceptionally talented in the Maximizer theme consistently ask, "How can we make this better?" They don't settle for "good enough," but push for excellence.
Positivity®	People exceptionally talented in the Positivity theme have contagious enthusiasm. They are naturally upbeat and can energize others.
Relator®	People exceptionally talented in the Relator theme enjoy close relationships. They find deep satisfaction in working hard with friends to achieve a goal.
Responsibility®	People exceptionally talented in the Responsibility theme take psychological ownership of their commitments. They are dependable and embrace values such as honesty and loyalty.
Restorative™	People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
Self-Assurance®	People exceptionally talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They have an inner compass that gives them certainty in their decisions.
Significance®	People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize what will increase their influence on others or their organization.
Strategic®	People exceptionally talented in the Strategic theme quickly spot patterns and issues that others miss. They generate alternative paths forward and choose the most effective one.
Woo®	People exceptionally talented in the Woo theme love meeting new people and winning them over. They enjoy socializing and making connections.

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25 Practical Ways to Use Strengths and DiSC Every Day



WHAT you bring



HOW you bring it

1. Match work to talent. Before assigning something, ask: Who is naturally wired to contribute to this?
2. Adapt how you communicate. Give some people the headline, others the enthusiasm, others the context, and others the details they need.
3. Build project teams intentionally. Look for complementary strengths and styles instead of simply choosing whoever is available.
4. Prepare differently for each 1:1. Consider what helps that individual engage, process, and contribute.
5. Give feedback in a way they can hear. Don't confuse how you prefer to give feedback with how they best receive it.
6. Delegate to develop. Assign work that lets someone use a strength—or deliberately stretch beyond one.
7. Diagnose friction before labeling people. Ask, Could this be a difference in style, pace, priorities, or talent rather than a difficult person?
8. Change your approach when you're not getting through. If the message isn't landing, don't just say it louder. Adapt.
9. Invite the missing perspective. Before a decision, ask: What way of thinking isn't represented in this conversation?
10. Use strengths when solving problems. Ask, Who sees possibilities? Who sees risk? Who can organize this? Who can bring people along? Who will execute?
11. Watch for strengths in overdrive. A strength used too intensely or in the wrong situation can become a liability.
12. Recognize people specifically. Replace “Great job” with “Here's what I saw you bring that made a difference.”
13. Run better meetings. Create room for fast processors, reflective thinkers, challengers, relationship builders, detail people, and big-picture thinkers.
14. Ask quieter voices first. Don't let the fastest or most vocal style unintentionally determine the conversation.
15. Use DiSC before difficult conversations. Ask: What does this person need from me for this conversation to be productive?
16. Use Strengths before change. Identify who can create vision, analyze implications, build support, organize execution, and sustain momentum.
17. Check your pressure pattern. Before reacting, ask: What do I tend to overdo when I'm stressed?
18. Pair complementary people. Put someone who generates possibilities with someone who creates structure—or someone who pushes pace with someone who sees risks.
19. Stop expecting everyone to be motivated by what motivates you. Learn what creates energy and ownership for them.
20. Make expectations style-proof. Don't assume someone interpreted urgency, ownership, detail, or “ASAP” the same way you did.
21. Use differences to challenge groupthink. When everyone agrees quickly, deliberately ask someone with a different lens to challenge the conclusion.
22. Ask for what you need. Self-awareness isn't just understanding yourself. Tell colleagues: “You'll get the best from me when…”
23. Coach the contribution, not the clone. Don't develop employees into smaller versions of yourself. Help them become exceptional versions of themselves.
24. Use the team composite before a major challenge. Ask: Where are we naturally strong? Where might we have a collective blind spot? What do we need to intentionally turn up?
25. Flex on purpose. Before an important interaction, ask one leadership question: “What does this person, team, or situation need from me right now?”

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The CRANIUM Cohort Challenge

Leadership Investement Scorecard

Presentations will be scored based on the following criteria:

1 - Not Yet
2 - Needs More
3 - Promising, I'm listening
4 - Strong
5 - Wow, I'm In

Criteria	Points
The Big Idea Clearly identified one leadership behavior aligned with the assigned CRANIUM Strategy. Is the recommendation focused, compelling, and worthy of organization-wide adoption?	**5**
The Business Case Made a persuasive case for why this behavior matters using evidence, stories, observations, neuroscience, and/or the cost of the current reality.	**5**
The Experience Created an engaging, memorable, and brain-friendly experience that allowed us to feel the leadership behavior rather than simply hear about it.	**5**
The Investment Presented practical implementation ideas and a meaningful Hardwiring Tool (leave-behind) that would help embed the behavior into Connect's culture.	**5**
The Pitch Demonstrated executive presence, teamwork, creativity, professionalism, and persuasive communication worthy of executive investment.	**5**

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