



LOYOLA
COLLEGE IN MARYLAND

Top Ten Tips for Strengths Supervision Implementation on Your Campus

1. Start small – do strengths with your professional staff and allow some time for people to get used to the strengths philosophy. If you are noticing a lack of buy-in, it may not be the best tool to introduce to supervisors or student staff.
2. Examine your own strengths in relation to how you supervise and how you give/receive feedback. How can you see yourself using the tool with your supervisees and student staff?
3. When training your supervisors on how to implement and use the curriculum, it is best to offer experiential exercises for them to learn from.
4. Have student staff and supervisors complete the assessment before introducing the 34 signature themes so that their assessment is not skewed.
5. Supervisors need to be able to articulate their own strengths before they can work with their student staff.
6. Feedback to student staff must be given using the strengths model so that buy-in occurs throughout the employment period.
7. The curriculum should have an overall structure but allow for the flexibility from supervisor to supervisor so that they can tap into their own strengths for implementation.
8. Share with colleagues across the campus so that you will start to create a strengths culture and a common language for student staff supervision.
9. Allow student staff the freedom to disagree with the signature theme report. The goal is not to tell them what their strengths are. The goal is to have them think critically about their natural talents and how they can combine those gifts with skills and knowledge so that those natural talents can become strengths. If the students feel another signature theme best describes them, let them own it.
10. Strengths supervision is not intended to take the place of constructive criticism. It should also not be used to justify inappropriate behavior and/or poor job performance. Strengths awareness can help students manage their weaknesses by tapping into their natural talents. A discussion of strengths provides ideas for future skill development and job improvement.