

---

# Gallup Talent Assessment Test Questions

---

Positive Psychology in Practice  
It's the Manager  
Positive Organizational Scholarship  
StandOut  
StandOut 2.0  
'Solly' Mr Len  
Human Sigma  
Authentic Strengths  
Multipliers  
StrengthsQuest  
StrengthsQuest  
Strengths Based Leadership  
Now, Discover Your Strengths - Indian Edition  
Delegating Effectively  
Employee Recruitment, Selection, and Assessment  
Accountable Leaders  
Recruitment and Selection  
Now, Discover Your Strengths  
Emotions Of Normal People  
Strengths Based Parenting  
Soar with Your Strengths  
Living Your Strengths  
Principles  
StrengthsFinder 2.0  
StrengthsFinder 2.0 - Indian Edition  
CliftonStrengths Team Activity Guide  
Entrepreneurial StrengthsFinder  
Wellbeing: The Five Essential Elements  
Blue Ocean Leadership (Harvard Business Review Classics)  
The Strengths Profile Book  
Teach With Your Strengths  
CliftonStrengths for Students  
Leadership Blindspots  
Go Put Your Strengths to Work  
Character Strengths and Virtues  
CliftonStrengths® Resource Guide  
CliftonStrengths for Students Access Code Retail Card  
STRENGTHSEXPLORER FOR AGES 10 TO 14

Now, Discover Your Strengths by Marcus Buckingham and Donald O. Clifton (Summary)  
Strengths Based Selling

*Gallup Talent Assessment Test Questions*

Downloaded from [hl.uconnect.hi.u.edu](http://hl.uconnect.hi.u.edu) by guest

---

## CAMILLE ROMAN

---

*Positive Psychology in Practice* Simon and Schuster

A thorough and up-to-date guide to putting positive psychology into practice From the Foreword: "This volume is the cutting edge of positive psychology and the emblem of its future." -Martin E. P. Seligman, Ph.D., Fox Leadership Professor of Psychology, University of Pennsylvania, and author of *Authentic Happiness* Positive psychology is an exciting new orientation in the field, going beyond psychology's traditional focus on illness and pathology to look at areas like well-being and fulfillment. While the larger question of optimal human functioning is hardly new - Aristotle addressed it in his treatises on eudaimonia - positive psychology offers a common language on this subject to professionals working in a variety of subdisciplines and practices. Applicable in many settings and relevant for individuals, groups, organizations, communities, and societies, positive psychology is a genuinely integrative approach to professional practice. *Positive Psychology in Practice* fills the need for a broad, comprehensive, and state-of-the-art reference for this burgeoning new perspective. Cutting across traditional lines of thinking in psychology, this resource bridges theory, research, and applications to offer valuable information to a wide range of professionals and students in the social and behavioral sciences. A group of major international contributors covers: The applied positive psychology perspective Historical and philosophical foundations Values and choices in pursuit of the good life Lifestyle practices for health and well-being Methods and processes for teaching and learning Positive psychology at work The best and most thorough treatment of this cutting-edge discipline, *Positive Psychology in Practice* is an essential resource for understanding this important new theory and applying its principles to all areas of professional practice.

*It's the Manager* Capp Press

*StrengthsQuest: Discover and Develop Your Strengths in Academics, Career, and Beyond* is a primary component in The Gallup Organization's StrengthsQuest program. The book and the program help students understand their unique, natural talents and develop those talents into strengths that can be productively applied for success in academics and other areas. The book is shrink-wrapped and contains a unique ID code that allows the buyer to take one StrengthFinder assessment and have access to other program's online components, such as a Learning Center and an Online Strengths Community.

**Positive Organizational Scholarship** Next Century Publishing

Proven methods to push your organization to its maximum potential with responsible leadership *Accountable Leaders* is the real-world guide to propelling your business to extraordinary levels of performance and achievement. Leadership accountability is a major issue in organizations around the globe. Research has shown that teams and individual employees are overwhelmingly dissatisfied with the degree of accountability demonstrated by their leaders. Effective teams need responsible

and accountable leaders—the solution seems simple. Yet, thousands of businesses are struggling with mediocre performance and widening gaps in leadership. This essential resource provides practical and no-nonsense strategies to transform any organization into a cohesive, highly motivated culture of accountable leaders and fully committed teams. Bestselling author Dr. Vince Molinaro shares his proven methods of optimal leadership accountability, providing a step-by-step blueprint for leaders in any organization. Developed from years of experience helping Fortune 500 companies build strong leaders and effective teams, this book will enable you to: Build strong leadership accountability to leverage competitive advantage, increase team performance, and close the leadership gap in your organization Understand why gaps in leadership occur and recognize accountability issues in your own organization Develop an effective strategy to instill a culture of accountability and responsibility in your business Identify and implement organizational practices that encourage accountable leadership throughout your management structure *Accountable Leaders* is a vital guide for anyone who leads a team: from managers and supervisors, to CEOs and CHROs. This invaluable guide will provide the tools and knowledge to take you and your organization to incredible levels of performance and achievement.

*StandOut* John Wiley & Sons

Can happiness and optimal performance be learned? Positive psychologists say "yes!" As decades of research and hundreds of studies have now shown, people who express their strengths tend to be happier, engaged, energetic, resilient, less stressed, and higher achievers. Jewelers spot diamonds in the rough. Art dealers identify potential masterpieces. Coaches groom stars and create the conditions for people to flourish and soar. Drawing on the best from the science of positive psychology and from her two decades of experience coaching and training executives around the world, Fatima Doman has created a three step coaching process that can transform a dedicated learner into a star performer. Whether coaching yourself or others, *Authentic Strengths* enables sustainable, transformational change. You will learn the tools designed to explore, empower and engage your strengths--all while honoring the strengths in others. No one reaches the top without being led or carried part of the way. *Authentic Strengths* will help carry you to your highest peaks--your best self. This book will bring out the best in you and in those you seek to positively influence.

*StandOut 2.0* Gallup Press

"A new & upgraded edition of the online test from Gallup's Now, discover your strengths"--Jacket.

'Solly' Mr Len QuickRead.com

The workforce is changing and talent management is more important than ever. *Recruitment and Selection: Strategies for Workforce Planning & Assessment* unpacks best practices for designing, implementing, and evaluating strategies for hiring the right people. Using a proven job analysis framework, author Carrie A. Picardi uses her academic and industry experience to teach students how to assess candidates in an accurate, legal, and ethical manner. With clarity and relevance, this book truly bridges theory and concept with practice in an engaging manner and will benefit students who need to hit the ground running to successfully manage workforce needs and activities in a

myriad professional settings.

*Human Sigma* Simon and Schuster

Shows the interconnections among the elements of well-being, how they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

**Authentic Strengths** Routledge

Personnel selection is changing. Whilst traditional face-to-face interviews are still common, the range of assessment processes that inform the selection of candidates is increasingly diverse, taking advantage not only of new technologies, but also using new methods and strategies, such as assessment centres and personality testing. This new collection looks at the most important contemporary issues in recruitment, selection and assessment today, highlighting the latest research from the perspective of both recruiter and applicant. The book is written by an international range of prominent scholars in this area, and provides up-to-date analysis of key topic areas, including: How measurements of intelligence can impact on recruitment policies The use and value of personality tests An analysis of social interaction in the interview process The value and impact of video resumes in recruitment How social networks affect how applicants are perceived Job analysis and competencies modelling Part of the Current Issues in Work & Organizational Psychology series, this is an important book that shines a light on the latest theory and practice in employee recruitment. It will interest not only students and researchers of Organizational Psychology, HRM and Business and Management, but will also engage professionals in the field.

*Multipliers* Simon and Schuster

"Living Your Strengths" shows readers how to use their innate gifts to enrich their faith communities, how to identify and affirm their talents, and how to use them for growth and service.

**StrengthsQuest** Thomas Nelson Inc

A tool to help mentors, coaches, investors, and entrepreneurs find, engage, and develop the unsung heroes of the global economy. Who has the most innate talent for building and sustaining a business? How can we find these people who are so crucial to the future of the American and global economy? What are the personality characteristics and behaviors that lead to venture formation and success? "Entrepreneurial StrengthsFinder" delves into the psychology of the entrepreneur. Gallup research shows that decisions and actions influenced by the personality of the entrepreneur impact the survival and growth of any venture. Gallup Chairman Jim Clifton, author of "The Coming Jobs War," trumpets the essential role entrepreneurs play in reviving the American and global economy, and Sangeeta Bharadwaj Badal, primary researcher for Gallup's Entrepreneurship and Job Creation initiative, spells out the ten demands of great entrepreneurs, including Know Your Personal Brand and Take on Challenges. With strategies and action items for building successful ventures, the book also features an online test that measures readers' entrepreneurial potential.

*StrengthsQuest* SAGE Publications

"Character" has become a front-and-center topic in contemporary discourse, but this term does not have a fixed meaning. Character may be simply defined by what someone does not do, but a more active and thorough definition is necessary, one that addresses certain vital questions. Is character a singular characteristic of an individual, or is it composed of different aspects? Does character--

however we define it--exist in degrees, or is it simply something one happens to have? How can character be developed? Can it be learned? Relatedly, can it be taught, and who might be the most effective teacher? What roles are played by family, schools, the media, religion, and the larger culture? This groundbreaking handbook of character strengths and virtues is the first progress report from a prestigious group of researchers who have undertaken the systematic classification and measurement of widely valued positive traits. They approach good character in terms of separate strengths--authenticity, persistence, kindness, gratitude, hope, humor, and so on--each of which exists in degrees. Character Strengths and Virtues classifies twenty-four specific strengths under six broad virtues that consistently emerge across history and culture: wisdom, courage, humanity, justice, temperance, and transcendence. Each strength is thoroughly examined in its own chapter, with special attention to its meaning, explanation, measurement, causes, correlates, consequences, and development across the life span, as well as to strategies for its deliberate cultivation. This book demands the attention of anyone interested in psychology and what it can teach about the good life.

**Strengths Based Leadership** Booktrail Publishing

Helps aspiring college students discover where their strengths truly lie and how to develop them to reach their full potential at school and later in the real world.

*Now, Discover Your Strengths - Indian Edition* Simon and Schuster

Explains how to identify and maximize sales talent, outlines the basic steps of the selling process, and includes an access code to an online assessment test.

*Delegating Effectively* Routledge

Offers advice that employees and managers can use to find their strengths and succeed at work.

*Employee Recruitment, Selection, and Assessment* John Wiley & Sons

The Strengths Explorer For Ages 10 - 14 package includes: -- Youth Workbook -- Parent Guide -- one online youth strengths assessment access code Gallup's StrengthsFinder titles -- including "Now, Discover Your Strengths" and "StrengthsFinder 2.0" -- have helped millions of adults discover their strengths. Now, in response to repeated requests from parents, Gallup has created a strengths assessment program specifically for young people. "StrengthsExplorer For Ages 10 to 14" was developed with the renowned rigor and expertise of Gallup researchers, many of whom participated in the development of StrengthsFinder for adults. The program is a fun, simple way for adolescents to discover and develop their own unique gifts and abilities. An ID code allows teens to access a specially designed website. Then, by answering a series of questions about themselves, they learn about their strengths. An activity-filled workbook helps them focus on those strengths, while a parent's guide suggests ways that parents can learn more about their child's abilities and encourage their continued development.

*Accountable Leaders* Psychology Press

Scholarship establishes a new field of study in the organizational sciences. Just as positive psychology focuses on exploring optimal individual psychological states rather than pathological ones, Positive Organizational Scholarship focuses attention on optimal organizational states --- the dynamics in organizations that lead to the development of human strength, foster resiliency in employees, make healing, restoration, and reconciliation possible, and cultivate extraordinary individual and organizational performance. While the concept of positive organizational scholarship

encompasses the examination of typical and even dysfunctional patterns of behavior, it emphasizes positive deviance from expected patterns. Positive Organizational Scholarship examines the enablers, motivations, and effects associated with remarkably positive phenomena --- how they are facilitated, why they work, how they can be identified, and how researchers and managers can capitalize on them. The contributors do not adopt one particular theory or framework but draw from the full spectrum of organizational theories to understand, explain, and predict the occurrence, causes, and consequences of positivity. Positive Organizational Scholarship rigorously seeks to understand what represents the best of the human condition based on scholarly research and theory. This book invites organizational scholars to build upon and extend the positive organizational phenomena being examined. It provides the definitional, theoretical, and empirical foundations for what will become a cumulative body of enduring work.

#### *Recruitment and Selection* Simon and Schuster

Ten years ago, world-renowned professors W. Chan Kim and Renee Mauborgne broke ground by introducing "blue ocean strategy," a new model for discovering uncontested markets that are ripe for growth. In this bound version of their bestselling Harvard Business Review classic article, they apply their concepts and tools to what is perhaps the greatest challenge of leadership: closing the gulf between the potential and the realized talent and energy of employees. Research indicates that this gulf is vast: According to Gallup, 70% of workers are disengaged from their jobs. If companies could find a way to convert them into engaged employees, the results could be transformative. The trouble is, managers lack a clear understanding of what changes they could make to bring out the best in everyone. In this article, Kim and Mauborgne offer a solution to that problem: a systematic approach to uncovering, at each level of the organization, which leadership acts and activities will inspire employees to give their all, and a process for getting managers throughout the company to start doing them. Blue ocean leadership works because the managers' "customers"--that is, the people managers oversee and report to--are involved in identifying what's effective and what isn't. Moreover, the approach doesn't require leaders to alter who they are, just to undertake a different set of tasks. And that kind of change is much easier to implement and track than changes to values and mind-sets. The Harvard Business Review Classics series offers you the opportunity to make seminal Harvard Business Review articles a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world--and will have a direct impact on you today and for years to come.

#### *Now, Discover Your Strengths* Simon and Schuster

The Strengths Profile Book takes you on a journey to discover your strengths, and gives you insights and practical suggestions to help you develop them. If you're a coach, manager or parent wanting to get the best from others, this book shows you how. It reveals all 60 strengths from Capp's online strengths assessment tool.

#### *Emotions Of Normal People* Simon and Schuster

Who will lead your workforce during rapid change? Gallup research reveals: It's the manager. While the world's workplace has been going through historic change, the practice of management has been stuck in time for decades. The new workforce — especially younger generations — wants their

work to have deep mission and purpose. They don't want old-style command-and-control bosses. They want coaches who inspire them, communicate with them frequently and develop their strengths. Who is the most important person in your organization to lead your teams through these changes? Decades of global Gallup research reveal: It's your managers. They are the ones who make or break your organization's success. Packed with 52 discoveries from Gallup's largest study of the future of work, It's the Manager shows leaders and managers how to adapt their organizations to rapid change — from new workplace demands to the challenges of managing remote employees, the rise of artificial intelligence, gig workers, and attracting and keeping today's best employees. Great managers maximize the potential of every team member and drive your organization's growth. And they give every one of your employees what they want most: a great job and a great life. This is the future of work. It's the Manager includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths, as well as supplemental content available on Gallup's online workplace platform.

#### **Strengths Based Parenting** HarperBusiness

Students who use their natural talents achieve the most --- but they need to know what those talents are. StrengthsQuest includes the Clifton StrengthsFinder, an online assessment that reveals students' top five themes of talent. And StrengthsQuest also helps students make the most of those talents. Students and learners of all ages continually face the challenges of gaining direction, making decisions, and building self-confidence. Fortunately, the keys to successfully meeting these challenges — your own natural talents — already exist within you. Through these talents, you will produce your greatest achievements. Over the course of 30 years, Gallup conducted millions of psychological interviews and identified 34 themes of talent that are indicative of success. In the StrengthsQuest program, Gallup offers you the opportunity to discover talents from your top five themes and build on them to achieve academic, career, and personal excellence. More than 100,000 students have benefited from the program. Your quest starts with the Clifton StrengthsFinder, a 30-minute assessment that reveals your top five themes of talent. This online assessment is your entryway to a variety of experiences that will help you discover your greatest talents and develop strengths. You'll gain access to action items specific to your top themes, covering general academic life, study habits, relationships, and career. You'll also be challenged to think about applying your talents for success in other settings, such as on projects and teams and in leadership. StrengthsQuest was written by the late Donald O. Clifton, who was the former chairman of Gallup; coauthor of the bestseller *Now, Discover Your Strengths*; and recognized as the Father of Strengths-Based Psychology and the late Edward "Chip" Anderson, who taught education, psychology, and leadership at UCLA and Azusa Pacific University. Revised portions of the text were written by Laurie A. Schreiner, who has taught psychology and higher education at Azusa Pacific University and Eastern University. Your quest starts with the Clifton StrengthsFinder, a 30-minute assessment that reveals your top five themes of talent. This online assessment is your entryway to a variety of experiences that will help you discover your greatest talents and develop strengths. You'll gain access to action items specific to your top themes, covering general academic life, study habits, relationships, and career. You'll also be challenged to think about applying your talents for success in other settings, such as on projects and teams, and in leadership. StrengthsQuest was written by

the late Donald O. Clifton, former chairman of Gallup, coauthor of the bestseller *Now, Discover Your Strengths*, and recognized as the Father of Strengths-Based Psychology and the late Edward “Chip” Anderson, who taught education, psychology, and leadership at UCLA and Azusa Pacific University.

Revised portions of the text were written by Laurie A. Schreiner, who has taught psychology and higher education at Azusa Pacific University and Eastern University.