Introduction to Strengths
The CliftonStrengths assessment provides individuals with their top five talent themes from a possible set of 34 themes. Strengths-based curriculum focuses on building strengths rather than fixing weaknesses.

Background
The Project One program is designed to help incoming first-year students connect to the Georgia Tech community. Each year, the Center for Academic Enrichment selects a theme, provides students with materials on the theme, and holds campus-wide events to encourage student involvement. In 2018, Strengths was chosen as the Project One theme in order to encourage self reflection, collaboration, and inclusivity in the Georgia Tech community.

Goals
- Provide all incoming first-year students access to CliftonStrengths assessment
- Implement Strengths-based curriculum and activities in GT 1000
- Emphasize value of collaboration, diversity, and inclusion for Georgia Tech students

Implementation
- Online portal created to allow first-year Georgia Tech students access to the Strengths assessment
- GT 1000 Instructors trained on using Strengths in their classroom
- Strengths-based curriculum introduced in GT 1000 & GT 2000 classes
- Partnership with Dr. Mary Lynn Realf’s (MSE) Effective Team Dynamics project
- Over 2,000 incoming first-year students (Summer & Fall 2018) have taken the assessment

Strengths-Based Curriculum for First-Year Students
Lacy Hodges, Ph.D.

Using Strengths for Diversity and Inclusion
A survey was designed to measure the impact of Strengths on issues relating to diversity and inclusion in teams. The survey was sent to all GT 1000 students who completed the assessment and participated in a Strengths-based curriculum; 574 first-year students in 98 sections of GT 1000 completed the survey. Results showed that a majority of these students felt that using the Strengths assessment 1) allowed them to better understand the strengths and talents of their peers and 2) increased their appreciation for creating diverse and inclusive groups and teams.

Implications and Next Steps
- Increased appreciation of strengths and talents of peers
- Increased awareness of the value of diversity and inclusion for teams
- Expand curriculum beyond GT 1000 classes for greater campus buy-in
- Secure funding to continue to provide Strengths to all incoming first-year students