

Using CliftonStrengths in Radiologic Technology Education

RT 1

Introduction

Radiologic Technology students often struggle with confidence when entering into the clinical educating setting. They are usually in a new environment with new people and in situations that are unique and stressful. By developing engaged and thriving students and focusing on their strengths, students will have positive and meaningful long term outcomes. There are 34 Strength themes deemed by Gallup. See Table 1 for the Strengths Assessment results of the top 5 strength themes for Radiologic Technology students in a particular clinical facility. These are the most common strengths in the top 5 for a group of 19 students (Gallup 2018). Listed with the strengths are how the strength is used at its best and how the strength can also have a negative effect when not utilized properly (Gallup 2017).

Table 1: Top 5 Strength Theme Report for Facility - Radiologic Technology Students

Strength	+ Positive traits	- Negative traits
1. Responsibility	Take ownership of commitments, dependable, thrive in an environment that focuses on outcomes	Take on too much, neglect other relationships
2. Relator	Want to know more about others and build relationships, feel relationships have value, are good mentors.	Prefer to be around people they know, slow to trust, may not enjoy jobs or shifts where they are alone.
3. Consistency	Balance is important, treat everyone the same, Feel rules should be clear and apply to everyone, want to know how to earn a grade and will set up a study routine to achieve it.	Don't like change or not having clear cut expectations, feel that no one should have an unfair advantage
4. Harmony	Look for areas of agreement, there is little to gain from conflict and friction. Promote emotional stability in a group, and as a leader will unite the team. Work well with others.	Steer clear of debate and will modify opinion to merge with others. Avoid confrontation. Don't like when assignments change – instructors should stick to the syllabus.
5. Restorative	Love to solve problems and analyze what is wrong to come up with a solution. Will review what they did wrong so they can improve their knowledge.	Tend to focus on what is wrong or not working. Can be over critical of others and self.

Gallup Research

- People who use their strengths every day are 7.8% more productive (Gallup 2016).
- Students who strongly agree their school is committed to strengths and their teachers make them excited about the future and are almost 30x as likely to be engaged leaders compared to their peers who strongly disagree (Gallup 2016).
- Michigan Ross School of Business Gallup study reported of having a strong understanding of their strengths and were more engaged in their school. The use of CliftonStrengths increased by 10% from 2015 to 2016 on Michigan Ross campus (Gallup, 2016).

Coaching students to use reported top 5 strengths

- **Responsibility** – thrive with competency based education because it is a task with an outcome, hopefully positive.
- **Relator** – encourage student to get to know and build relationships with technologists at the clinical sites.
- **Consistency** – have a planner, a study plan, and follow the syllabi for each class.
- **Harmony** – stay out of any employee drama or personal debate at clinical sites. Bring classmates together for a study group.
- **Restorative** – thrive in non-routine situations such as trauma, surgery, and special procedures.

Conclusion

The use of Gallup's CliftonStrengths for students encourages students to use their innate talents or strengths rather than focusing on improving their weak traits. This helps them to adapt to clinical, gain confidence, reduce stress and thrive in their educational program.

References:

- CliftonStrengths (2018) Live Your Best Life Using CliftonStrengths [online website] Retrieved from www.gallup.com
- Gallup (2017) *CliftonStrengths for students* New York, NY: Gallup Press.
- Gallup (2016) CliftonStrengths Build Positive Leadership Skills at Michigan Ross School of Business [online article] Retrieved from <https://www.gallup.com/education/227648/enhance-higher-education.aspx>