

Now, Discover Your Strengths

The revolutionary Gallup program that shows you how to develop your unique talents and strengths
Gallup

Summary

The 20th anniversary edition of *Now, Discover Your Strengths* comes with an access code to the Clifton StrengthsFinder 2.0 assessment. This updated assessment includes reports and resources that go far beyond the standardized reports of the older assessment by providing you with personalized insight statements unique to your specific combination of strengths.

Many people have little sense of their talents and strengths, much less the ability to build their lives around them. Instead, they are raised and taught to become experts in their weaknesses — and spend their lives trying to fix them — while their strengths lie dormant.

Led by Don Clifton, the Father of Strengths-Based Psychology, Gallup created a revolutionary program to help people identify their talents; develop them into strengths; and enjoy consistent, near-perfect performance. Twenty years ago, Gallup released *Now, Discover Your Strengths* to bring this program to the world.

At the heart of this book is CliftonStrengths, the assessment that is the product of decades of research and hundreds of thousands of interviews to identi...

Contributor Bio

Gallup is a global analytics and advice firm that helps leaders and organizations solve their most pressing problems.

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How Full Is Your Bucket? Expanded Anniversary Edition

Tom Rath, Don Clifton

Summary

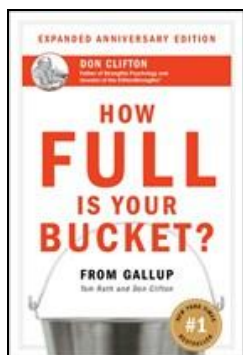
The expanded anniversary edition of this strengths-based classic features powerful stories, actionable strategies and breakthrough discoveries grounded in 50 years of research. Includes access to Gallup's CliftonStrengths assessment.

Organized around a simple metaphor of a dipper and a bucket — already familiar to thousands of people — *How Full Is Your Bucket?* shows how even the smallest interactions we have with others every day profoundly affect our relationships, productivity, health and longevity. Coauthor Don Clifton studied the effects of positive and negative emotions for half a century, and he and his colleagues interviewed millions of people around the world. Their discoveries contributed to the emergence of an entirely new field: Positive Psychology. These same discoveries are at the heart of *How Full Is Your Bucket?*

Clifton, who also coauthored the bestseller *Now, Discover Your Strengths*, penned *How Full Is Your Bucket?* with grandson Tom Rath. Written in an engaging, conversational style, their book includes colorful stories and five strategies for increasing positive emotio...

Contributor Bio

Donald O. Clifton, Ph.D. (1924-2003) was past chairman of Gallup and coauthor of the national bestseller *Now, Discover Your Strengths* and other books. He was named the Father of Strengths-Based Psychology by the American Psychological Association.



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StrengthsFinder 2.0

Gallup

Summary

Discover your strengths and learn how to use your greatest natural talents to get the most out of your life.

DO YOU HAVE AN OPPORTUNITY TO USE YOUR STRENGTHS *EVERY DAY*?

Chances are, you don't. All too often, our natural talents go untapped. From the cradle to the cubicle, we devote more time to fixing our shortcomings than to developing our strengths.

To help people uncover their talents, Gallup introduced the first version of its online assessment, StrengthsFinder, in the 2001 management book *Now, Discover Your Strengths*. The book spent more than five years on the bestseller lists and ignited a global conversation, while the assessment helped millions discover their top five talents.

Gallup then unveiled a new and improved version of its popular assessment — StrengthsFinder 2.0 — language of 34 themes and much more. While you can read this book in one sitting, you'll use it as a reference for decades.

Loaded with hundreds of strategies for applying your strengths, this book will change the way you look at yourself — and the world around you — forever.

Contributor Bio

Gallup is a global analytics and advice firm that helps leaders and organizations solve their most pressing problems.

Strengths Based Leadership

Great Leaders, Teams, and Why People Follow

Gallup

Summary

From Gallup: a landmark study of great leaders, teams and the reasons why people follow.

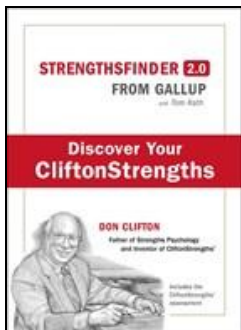
More than a decade ago, Gallup unveiled the results of a landmark 30-year research project that ignited a global conversation on the topic of strengths. Since then, more than 23 million people have taken Gallup's CliftonStrengths (formerly StrengthsFinder) assessment, which forms the core of several books on this topic, including the #1 international bestseller *StrengthsFinder 2.0*.

In recent years, while continuing to learn more about strengths, Gallup scientists have also been examining decades of data on the topic of leadership. They studied more than 1 million work teams, conducted more than 20,000 in-depth interviews with leaders, and even interviewed more than 10,000 followers around the world to ask exactly *why* they followed the most important leader in their life.

Gallup reveals the results of this research in *Strengths Based Leadership*. Based on Gallup's discoveries, the book identifies three keys to being a more effective leader: knowing your strengths and investing in others' strengths, ge...

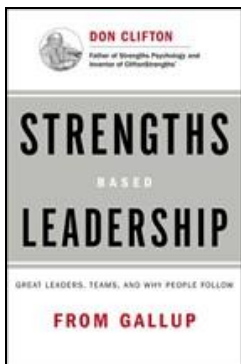
Contributor Bio

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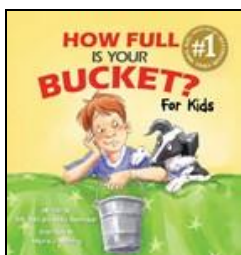
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How Full Is Your Bucket? For Kids

Tom Rath, Mary Reckmeyer, Maurie J. Manning

Summary

An illustrated adaptation of the long-running bestseller *How Full Is Your Bucket?* (more than 400,000 copies sold) for kids — told through the story of a boy who learns a valuable “bucket filling” metaphor and watches it come to life as the day unfolds.

Every moment matters.

Each of us has an invisible bucket. When our bucket is full, we feel great. When it’s empty, we feel awful. Yet most children (and many adults) don’t realize the importance of having a full bucket throughout the day.

In *How Full Is Your Bucket? For Kids*, Felix begins to see how every interaction in a day either fills or empties his bucket. Felix then realizes that everything *he* says or does to other people fills or empties their buckets as well.

Follow along with Felix as he learns how easy it can be to fill the buckets of his classmates, teachers and family members. Before the day is over, you’ll see how Felix learns to be a great bucket filler, and in the process, discovers that filling someone else’s bucket also fills his own.

Contributor Bio

Tom Rath is one of the most influential authors of the last decade. He studies the role of human behavior in health, business and economics. Rath writes and speaks on a range of topics, from well-being to organizational leadership. He has written several international bestsellers, including the #1 *New York Times* bestseller *How Full Is Your Bucket?* In 2007, *The Economist* listed his book *StrengthsFinder 2.0* as the top-selling business book worldwide. In total, Rath’s books have sold more than 5 million copies, been translated in 16 languages and made over 250 appearances on the *Wall Street Journal* bestseller list. Rath is a senior scientist and advisor to Gallup, where he previously spent 13 years leading the organization’s work on employee engagement, strengths and well-being. He has also served as vice chairman of the VHL cancer research organization.

Strengths Based Selling

Brian Brim, Gallup

Summary

Sales expert Brian Brim delivers a compelling new perspective on building better sales forces by using the strengths of each salesperson more effectively. Includes access to Gallup’s CliftonStrengths assessment.

The key to success, salespeople are constantly told, is to follow specific steps and techniques. Just heed the advice of this guru or that speaker, and you’ll be the best!

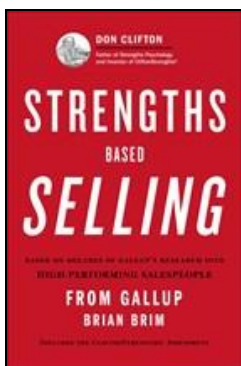
Well, that approach just doesn’t work for most salespeople. And it probably doesn’t work for you either. The most successful reps, Gallup has determined from decades of research, understand their innate talents and strengths and use them to sell more effectively.

The truth is, no two great sales reps are alike: You might thrive on fierce competition, while a colleague wins by being a super-analytical problem solver. Or maybe you have a tremendous talent for building relationships, while your fellow top performer is a brilliant strategist. What’s most important is that you win business *your way*.

Strengths Based Selling explains sales talent and how to identify and maximize it. You’ll receive a code to take the w...

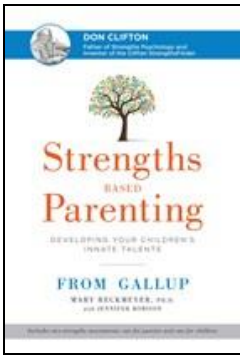
Contributor Bio

Brian Brim, Ed.D., is a Principal for Gallup. For more than 20 years, Brim has worked as a consultant and advisor to some of the world’s leading organizations. His insights have supported many organizations to increase performance by maximizing their talent and human capital systems. Brim received his bachelor’s degree in speech communication and his master’s degree in educational psychology from the University of Nebraska-Lincoln. He received his doctorate in organizational leadership from Nova Southeastern University in Florida.



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Strengths Based Parenting

Developing Your Children's Innate Talents

Mary Reckmeyer, Jennifer Robison

Summary

***Strengths Based Parenting* doesn't prescribe one "right" way to parent. Instead, author Mary Reckmeyer empowers parents to embrace their individual parenting style by discovering and developing their own – and their children's – talents and strengths. With real-life stories, practical advice backed by Gallup data, and access to the Clifton StrengthsFinder and Clifton Youth StrengthsExplorer assessments, *Strengths Based Parenting* builds the foundation for positive parenting.**

How can you discover your children's unique talents? And how can you use your own talents and strengths to be the most effective and supportive parent possible?

Strengths Based Parenting addresses these and other questions on parents' minds. But unlike many parenting books, *Strengths Based Parenting* focuses on identifying and understanding what your children are naturally good at and where they thrive – not on their weaknesses. The book also helps you uncover your *own* innate talents and effectively apply them to your individual parenting style.

You'll find stories, examples and practical advice as well as a strengths ...

Contributor Bio

Mary Reckmeyer, Ph.D., is the Executive Director of Gallup's Donald O. Clifton Child Development Center in Omaha, Nebraska. Under her leadership, the center has received national attention for excellence in early childhood education, workplace contribution and developmental results and has helped thousands of children build their lives around their strengths. The center has served as a model for schools nationwide and as a training center for teacher development and education.

Reckmeyer has been with Gallup for more than 30 years. She has served as an Educational and Strengths-Based Development Consultant and Seminar Leader: studied talent-based interviews of more than

First, Break All the Rules

What the World's Greatest Managers Do Differently

Gallup

Summary

Gallup presents the remarkable findings of its revolutionary study of more than 80,000 managers in *First, Break All the Rules*, revealing what the world's greatest managers do differently. With vital performance and career lessons and ideas for how to apply them, it is a must-read for managers at every level.

Included with this re-release of *First, Break All the Rules*: updated meta-analytic research and access to the CliftonStrengths assessment, which reveals people's top themes of talent.

What separates the greatest managers from all the rest?

They actually have vastly different styles and backgrounds. Yet despite their differences, great managers share one common trait: They don't hesitate to break virtually every rule held sacred by conventional wisdom. They don't believe that, with enough training, a person can achieve anything they set their mind to. They don't try to help people overcome their weaknesses. And, yes, they even play favorites.

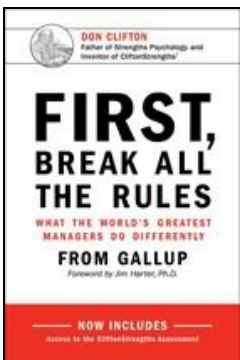
In this longtime management bestseller, Gallup presents the remarkable findings of its massive in-depth study of great managers. Some were in le...

Contributor Bio

Gallup is a global analytics and advice firm that helps leaders and organizations solve their most pressing problems.

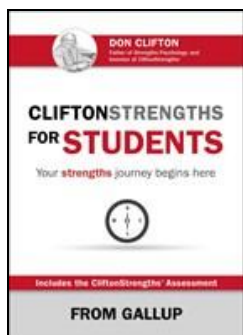
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CliftonStrengths for Students

Your Strengths Journey Begins Here

Gallup

Summary

CliftonStrengths for Students — which includes a unique access code to take the CliftonStrengths assessment — helps students discover and develop their strengths and reach their potential.

Discover and Develop Your Strengths — in College and Beyond

College is a chance for you to start fresh. You get to learn and grow in ways that will amaze you. You get to write your own story.

So what do you want your college story to be?

As a student, you have the opportunity every day to search for patterns in your actions, learn from them and use them to make the most of your life experiences, now and in the future. To do that, you need a solid understanding of where and when you're at your best: your strengths.

CliftonStrengths for Students will help you discover and develop your strengths — and reach your full potential.

This book includes an access code to take the CliftonStrengths assessment. After you take the assessment, you'll get a list of your top five themes of talent, which are the themes you lead with. Once you know what your leading themes are, you can begin to turn them into strengths.

Cl...

Contributor Bio

Gallup is a global analytics and advice firm that helps leaders and organizations solve their most pressing problems.



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It's the Manager

Moving From Boss to Coach

Jim Clifton, Jim Harter

Summary

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.

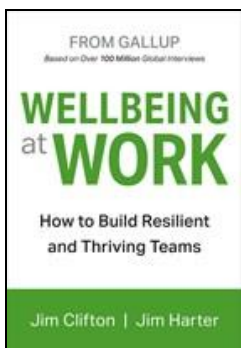
Who is the most important person in your organization to lead your teams through these changes? Decades of global Gallup research reveal: It's your managers. They are the ones who make or break your organization's success.

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 ...

Contributor Bio

Jim Clifton is Chairman of Gallup and bestselling author of *Born to Build*, *The Coming Jobs War*, *Wellbeing at Work* and the #1 *Wall Street Journal* bestseller *It's the Manager*. He is the creator of The Gallup Path, a metric-based economic model that shows the role human nature plays in business outcomes. This model is used in performance management systems in more than 500 companies worldwide. His most recent innovation, the Gallup World Poll, is designed to give the world's 7 billion citizens a voice on virtually all key global issues. Under his leadership, Gallup has expanded from a predominantly U.S.-based company to a worldwide organization with 40 offices in 30 countries and regions.



Wellbeing at Work

How to Build Resilient and Thriving Teams

Jim Clifton, Jim Harter

Summary

What if the next global crisis is a mental health pandemic?

It is here now.

One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly.

The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever.

Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, *Wellbeing at Work* shows you how to do just that.

Coauthored by Gallup's CEO and its Chief Workplace Scientist, *Wellbeing at Work* explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive...

Contributor Bio

Jim Clifton is Chairman of Gallup and bestselling author of *Born to Build*, *The Coming Jobs War*, *Wellbeing at Work* and the #1 *Wall Street Journal* bestseller *It's the Manager*. He is the creator of The Gallup Path, a metric-based economic model that shows the role human nature plays in business outcomes. This model is used in performance management systems in more than 500 companies worldwide. His most recent innovation, the Gallup World Poll, is designed to give the world's 7 billion citizens a voice on virtually all key global issues.

Blind Spot

The Global Rise of Unhappiness and How Leaders Missed It

Jon Clifton

Summary

The rising unhappiness that leaders didn't see

Unhappiness has been increasing globally for a decade, according to Gallup — and its rise has been missed by almost every world leader.

That's because while leaders pay close attention to measures like GDP or unemployment, almost none of them track their citizens' wellbeing.

The implications of this blind spot are significant and far-reaching — leaders missed the citizen unhappiness that triggered events ranging from the Arab uprisings to Brexit to the election of Donald Trump.

What are they going to miss next?

Grounded in Gallup's global research, *Blind Spot* makes the urgent case that leaders should measure and quantify wellbeing and happiness — how citizens' lives are going — and shows them how. It also discusses the five key elements of a great life and where the world needs to improve in each of them to better the lives of people everywhere.

Contributor Bio

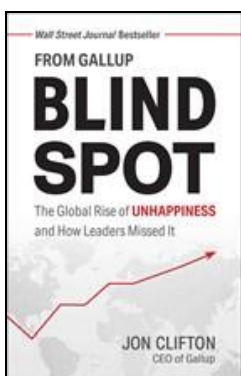
Jon Clifton is the CEO of Gallup.

His mission is to help 7 billion citizens be heard on their most pressing work and life issues through the Gallup World Poll, a 100-year initiative spanning over 150 countries.

Clifton is a nonresident senior fellow at Baylor University's Institute for Studies of Religion. He serves on the boards of directors for Gallup and Young Professionals in Foreign Policy.

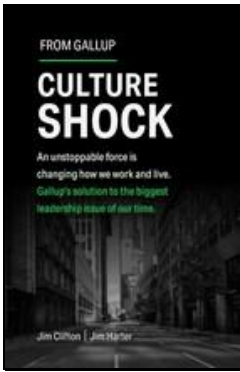
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Culture Shock

An unstoppable force is changing how we work and live. Gallup's solution to the biggest leadership issue of our time.

Jim Clifton, Jim Harter

Summary

The COVID-19 pandemic caused an awakening that shocked the world — a structural change in how and where people work and live. One thing we now know for certain: Nothing is going back to normal.

How organizations adapt to this culture shock will determine whether they thrive or even survive and whether U.S. and global productivity will go up or down.

The immediate danger is that most employees will now operate more like independent contractors or gig workers than employees who are loyal and committed to your organization. The risk grows as your workforce's mentality continues to shift from *my life at work* to *my life at home*. It may become nearly impossible to create a culture of committed team members and powerful relationships at work.

Leaders continue to wrestle with the issue of *how to bring employees back to the office*. But the far greater issue is deteriorating customer relationships, which is already happening. Simply put, your employees and your customers know each other. Many are best friends. How will you maintain your customers' commitment when you're struggling to create a cul...

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