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## **Celebrating Diversity: Using and Measuring the Impact of StrengthsQuest**

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**Institute for Student Learning Assessment on Assessing Diversity Outcomes:  
Advancing Inclusive Excellence**

Proposal Deadline: September 8, 2015

Conference: November 12-13, 2015

Location: Kansas State University

**Panel Proposal**

**Panel Title:** Celebrating Diversity: Using and Measuring the Impact of StrengthsQuest

**Type of Session:** 50 minute session

**Presenters:** Sarah Riforgiate, Assistant Professor, Dept. of Communication Studies  
Tamara Bauer, Instructor, Staley School of Leadership Studies  
Jared Meitler, Coordinator, Academic and Career Information Center

**Learning Objective (what will students know, believe, or be able to do as a result of this strategy):** This panel fits the “Best-practice examples of instructional/assessment practice to develop diversity outcomes.” Students who experience StrengthsQuest based learning will have a greater appreciation for their own strengths and better understand/appreciate the actions of students with different strengths from their own. This approach to learning considers how diversity is both important/necessary and positive as different types of individuals are best equipped to contribute based on a wide range of personal strengths.

**Prior Knowledge/Skills (what a student should already know and can do):** No prior knowledge is needed for students to be able to take advantage of StrengthsQuest learning. Students do need to complete the StrengthsQuest assessment that is provided free to all incoming Kansas State University students or can be purchased on-line for \$9.99 (<http://www.strengthsquest.com/content/cms.aspx?space=SQ&ci=141212&title=Purchase>).

**Description of Assessment (how you know the extent to which students have achieved the outcome):** Each presenter has different outcomes and assessments in using the StrengthsQuest learning approach. In the Department of Communication Studies, Communication and Leadership class (COMM 535), students use strengths in class activities, to self-select more diverse work teams for a group project, and write self-reflections about how they are actively using their strengths to be successful as a student and leader. Assessments include reflection papers, group project work, and a learning portfolio. In Leadership Studies, students taking Introduction to Leadership Concepts (LEAD 212) explore StrengthsQuest as a way to learn about self and how they can best leverage their own strengths and the strengths of others when exercising leadership. Through a service-learning experience students apply their knowledge of strengths in working with a team, and practice various approaches of engaging with one another throughout the service experience. At the Academic and Career Information Center, students are guided to majors, minors, and career opportunities that allow them to capitalize on their strengths. In addition to a follow-up survey for appointments, students in the Academic and Career Decisions class (EDCEP 120) take a pre- and post- test regarding their Career

Self Confidence. This assessment includes questions to better understand identification and application of Strengths.

**Instructional Materials, Resources, & Technology Needed:** Please provide an audio visual projector, screen, and computer hookup.

**Instructional/Curricular Plan (What activities or programs will help students achieve the objective):** We will discuss a variety of StrengthsQuest class activities and assignments that help students appreciate their own and others diverse strengths such as: seeking individual feedback pertaining to strengths, discussing individual strengths and clustering with others with the same strengths, seeking others with different strengths to discuss complementary relationships, using strengths to enhance leadership/major selection/career paths, using strengths to select and complete group work, and self-reflection assignments on how strengths helped students and others be successful.