



TALENT DEVELOPMENT

COLORADO STATE UNIVERSITY

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Talent Development Focus Certificates

The goal of Talent Development is to inspire learning and a growth mindset – creating an engaged community. We accomplish this by providing innovative solutions including the design and delivery of high-quality initiatives that foster learning and growth while engaging individual employees and teams in support of CSU's Principles of Community and land grant mission.

The Talent Development Focus Certificates give learners an opportunity to explore in depth a particular interest area while working toward and ultimately being recognized with a certificate for completing a set of trainings in a specific focus area. Pursue the certificate by enrolling in the Program, then confirming your completion of the requirements by submitting the documentation form and also requesting approval through the Program's Checkpoint.

STRENGTHS DEVELOPMENT FOCUS CERTIFICATE

Strengths Development demonstrates a commitment to two fundamental concepts: 1. each person's talents are unique; 2. each person's greatest room for growth is the area of their greatest strength (M. Buckingham and D. Clifton, 2001). Rather than continuing to focus on perceived weaknesses, Strengths Development builds on aspects of the individual's work that gives them energy by capitalizing on talents, enhancing knowledge and developing skills. Research conducted by the Gallup Organization (2008) in the area of Strengths Development has found employees to be more productive, more likely to be engaged in their jobs, and more likely to have an excellent quality of life when they have the opportunity to do what they do best every day. The Strengths Development focus certificate provides the opportunity to build understanding of how to assist individuals who strive for excellence in their work. Classes focus on such topics as Strengths Based Leadership, Advanced Strengths Development, Strengths Based Communication, Strengths Based Coaching and Building a Strengths Based Culture. All classes provide opportunities for the practical application of strengths in the workplace. *Please note: individuals interested in pursuing this focus certificate need to begin by completing Mindset for Supervisors or Introduction to Strengths. An official Focus Certificate will be mailed to you through campus mail.

Complete any five of the following trainings:

- **Introduction to Strengths OR Mindset for Supervisors***
- **Advanced Strengths**
- **Building a Strengths Based Culture**
- **Leveraging Strengths for Personal Effectiveness**
- **Strengths Based Coaching**
- **Strengths Based Communication**

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- **Strengths Based Leadership**
- **Strengths In and Out of Balance**

*Please take Introduction to Strengths or Mindset for Supervisors first in the series.

POSITIVE PSYCHOLOGY FOCUS CERTIFICATE

Positive psychology can be defined as "...scientifically informed perspectives on what makes life worth living" (The Journal of Positive Psychology, 2006). Understanding and applying this framework provides an environment where individuals can thrive. In the workplace, positive psychology offers a roadmap for how individuals, teams, departments, and organizations can bring their best to work through such variables as: well-being; hope; happiness; empathy; resilience; emotional intelligence; and joy. Research informs us that each of these variables evident in the workplace can bolster engagement, or employees' positive connection to their work. The Positive Psychology certificate will explore key variables that will help employees thrive by applying theoretical frameworks to the workplace.

Complete any five of the following trainings:

- **A New Hope: Embrace the Power of Connection**
- **Building Optimism**
- **Building Your Professional Resilience**
- **Developing Resilience: Strengthening Your Adaptive Power**
- **Embracing Appreciative Inquiry**
- **Empathy: The Ability to Connect with Others**
- **Happiness at Work and Why We Should Care**
- **Hope in the Workplace**
- **Incorporating Gratitude into Your Leadership Style**
- **Integrity: The Character of Great Leadership**
- **Life Crafting: Building a Vision for Your Future**
- **The Five Languages of Appreciation at Work**
- **The Role of Emotional Intelligence in Leadership**
- **Trust: The Essential Element**

APPRECIATIVE INQUIRY FOCUS CERTIFICATE

Appreciative Inquiry embodies a paradigm shift in how to view the world, people, and the workplace. A deficit-focus has been the prevailing convention for centuries while an asset-based lens has been shown to suggest a transformative potential that the deficit-focus could only hope to attain. Research in Positive Organizational Scholarship has indicated that adopting an appreciative approach nurtures innovation, enhances engagement, improves climate, encourages open & inclusive communication, and erases the need for change buy-in. By taking the sessions within the Appreciative Inquiry concentration, you will gain an understanding of the scientific theories as well as the philosophical underpinnings of Appreciative Inquiry. Further, you will practice the concepts in simulations, meant to give you an opportunity to see how your strengths might be leveraged towards living this paradigm. The program provides practical applications that you can use immediately in the workplace and beyond. If this generative concept resonates for you and you wish to deepen your insights, consider pursuing this certificate program by completing five of the courses listed and registering them through the Checkpoint. An official Focus Certificate will be mailed to you through campus mail.

Complete any five of the following trainings:

- Applying Appreciative Inquiry in the Workplace
- Appreciative Coaching
- Appreciative Conversations and Questions
- Appreciative Inquiry Lab Practicum
- Appreciative Leadership
- Celebrate What's Right
- Embracing Appreciative Inquiry
- Introduction to SOAR
- Self-Coaching with E's: Appreciative Inquiry Self-Coaching

REGISTRATION AND CONTACT INFORMATION

Online Registration: Please refer to the My Learning Registration Guide for registration instructions available at mylearning.colostate.edu **For Registration Assistance:** Please email MyLearning@colostate.edu

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