

Emergenetics or Clifton Strengths?

FIND YOUR BEST FIT



Selecting the right tool to enhance team dynamics, communication, and productivity is crucial. Two options we offer in Human Resources are Emergenetics and Clifton Strengths, each providing unique insights into individual and team performance. This chart is designed to help you understand the key differences between these tools, so you can choose the one that best fits your department's needs. option and find the right fit for your department's objectives.



emergenetics®
INTERNATIONAL

Emergenetics focuses on identifying thinking and behavioral preferences, offering a holistic view of how people approach work and interact with others.

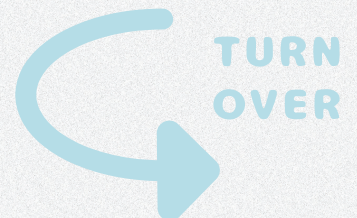
CliftonStrengths®



On the other hand, **Clifton Strengths** emphasizes identifying and leveraging individual talents, helping teams to focus on and develop what they naturally do best.

By comparing these tools, you can make an informed decision on which assessment will most effectively support your team's growth and success. Use this chart to explore the strengths of each option and find the right fit for your department's objectives.

**Still need assistance determining which tool is right for your team?
Contact your HR Business Partner for further assistance.**





VS.



Underlying Science	
Combines research and rigorous statistical analysis in the areas of personality, psychology, and neuroscience. Focuses on the connection between human behavior and thinking styles to empower appreciation of self and others.	Positive psychology and strength-based psychology. Focuses on what is right with people instead of what is wrong with them. Over 31M people assessed. Research based on successful, effective leaders.
Nature of Assessment - Identification	
Explains seven characteristics universally applicable to all humankind. These thinking and behavior preferences provide insights into how individuals process thoughts, evaluate information, and interact with others.	Identifies an individual's natural talents and strengths, highlighting areas of exceptional performance and potential.
Core Focus - Emphasis	
Fosters understanding of thinking and behavior patterns for both individuals and the collective team to enhance collaboration, communication, relationships, and productivity.	Uncovering and leveraging individual strengths to enhance performance, productivity, and personal fulfillment. Employee Engagement.
Application - Value	
Explores individual approach to work and life relative to team dynamics and communication. Facilitates effectively working together by understanding diverse thinking and behavioral preferences to develop an engaged workforce, strengthen staff cohesion, enable growth, and maximize group potential.	Personal development, career planning, leadership development, and team building. It focuses on leveraging individual and team strengths to accomplish goals, maximize performance, and engagement.
Results	
With the knowledge of an entire team's preferences combined as one approach to productivity, planning, and problem solving, managers can quickly uncover inherent strengths of the group, determine where gaps may exist, and identify a plan to create alignment.	Identifies an individual's top strengths from a list of 34 talent themes, offering a language to articulate and develop these strengths further.
Approach to Development	
When employees and leaders understand how team members prefer to think and behave, those insights facilitate development of an inclusive, inspiring workplace that attracts, engages, and retains top talent through leadership, culture, collaboration, and by understanding communication and cognitive contrast.	Focuses on developing and maximizing an individual's strengths rather than fixing weaknesses. It empowers individuals to leverage their talents for enhanced performance and fulfillment.
Cost	
\$89 per assessment; includes accessibility to the app which provides job aids, additional learning tools, and resources to help participants learn to stretch their skills in their least preferred attribute(s).	Clifton Strengths 34 Report - \$59.99 (plus \$10 coach discount) = \$49.99 + tax. or Top 5 Report - \$19.99 (plus \$10 coach discount) = \$9.99 + tax.
HR's Subject Matter Experts	
Amy Phillips, Deputy CHRO, is certified in Emergenetics facilitation.	Melissa Hernandez, Employee Relations Manager, is a Gallup Certified Coach.