

# **UNIVERSITY OF LOUISIANA AT LAFAYETTE**

**STEP Committee**

**Technology Fee Application**

**Career Services: Career & Workforce  
Readiness Upgrade**

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Title

**Lauren F. Landry, Jennifer  
LeMeunier and Kim Billeaudeau**

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Name of Submitter  
*(Faculty or Staff Only)*

**Office of Career Services**

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Organization

**Title:** Career Services: Career & Workforce Readiness Upgrade      **Date:** 1/12/2024  
**Name (Contact Person):** Lauren F. Landry  
**Address:** 104 Agnes Edwards Hall  
**Phone Number:** 337-482-1444      **Email:** lauren.landry@louisiana.edu  
**Department/College/Org:** Office of Career Services

## **ABSTRACT**

This proposal outlines the requirements to upgrade career & workforce readiness support for students through the integration of appropriate technology, equipment, and access to industry leading software. The focus is on establishing a multimedia and multi-purpose seminar room to assist student career development. Funding for TVs, camera, microphone, audio/visual capabilities with rack cart, adaptable seating, and a sustainable budget for CliftonStrengths for Students assessment access is requested.

The significance of Career Services has been emphasized by both Inside Higher Ed and the National Association of Colleges and Employers (NACE) asserting that outcome and value are crucial. The University, aligning with its Strategic Plan, also boldly prioritizes adequately preparing and supporting students for a successful transition from college to career. Notably, the demand for career engagement has risen significantly (25%) in our office. In the fiscal year 2022-2023, Career Services and industry partners have conducted over 216 class/student organization presentations and workshops covering various career topics including students from all academic colleges and classifications.

By securing funds for the upgrade of the seminar room, we aim to enhance the quantity and quality of offerings through meeting the technological expectations of students and fostering a more collaborative, interactive environment. Furthermore, with a dedicated budget for the CliftonStrengths for Students assessment, students can confidently enter the workforce armed with a deep understanding of their unique skills and strengths.

If funded, this grant will empower Career Services to deliver exceptional support, preparing students from all fields of study for successful entrance into the workforce.

## a. Purpose of Grant and Impact to Student Body as a Whole

The primary purpose of this grant is to **upgrade the technological capabilities** for a multimedia and multi-purpose seminar room (Agnes Edwards Hall, Room 104N) to conduct presentations, future career readiness academic course offerings, and workshops, along with establishing a sustainable budget to broaden the availability of the CliftonStrengths for Students assessment and respective workshops. The aim is to **enhance career & workforce development support** for students as they transition from college to their professional careers. Recognizing the critical role of Career Services, as emphasized by Inside Higher Ed (Alonso, 2023) and the National Association of Colleges and Employers (NACE) (VanDerziel, 2022), this grant aligns with the University's 2023-2028 Strategic Plan, specifically focusing on **Strategic Priority 2: Exceptional Student Experience**, Key Initiative 3.4, which underscores the **enhancement of career preparedness and employability**. The evolving landscape of student demands calls for a more **collaborative and interactive technological space** where Career Services professionals, along with industry partners, can effectively prepare, connect, and coach students toward positive postgraduate outcomes.

### Requested Funding

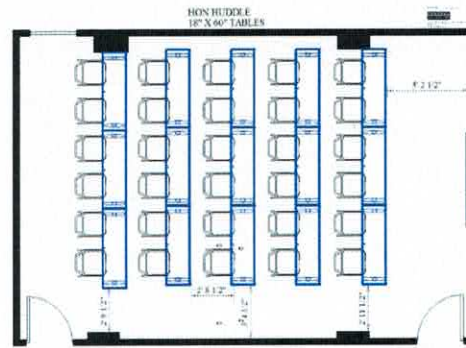
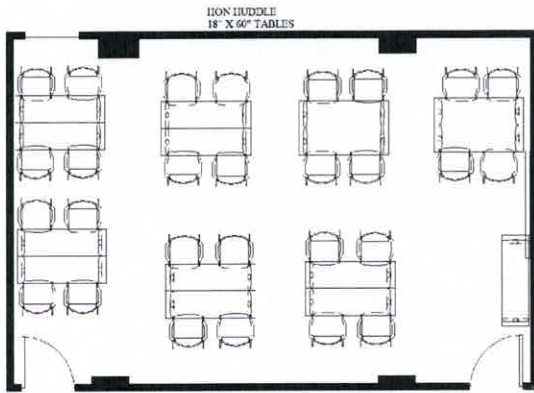
The grant seeks funding for essential upgrades, including two TVs with necessary equipment, camera, microphone, audio/visual capabilities with rack cart, and 35 adaptable chairs. Additionally, a sustainable budget for the next 2-3 years is proposed for CliftonStrengths for Students assessment access for individual and team strength building.

### Impact and Justification: Seminar Room

In the fiscal year 2022-2023, Career Services significantly contributed to student career development through approximately 216 class and student organization presentations and workshops, including Resume Writing, College to Career Readiness, Dining & Business Etiquette, Individual & Team Strength Building (CliftonStrengths for Students workshops), and Major & Career Planning for Success. From Fall 2022 to Fall 2023, there was an approximately **25% increase** in Career Services staff involvement in an array of student focused activities. Of these, approximately **half of the activities were facilitated in the Career Services seminar room** with classes and student groups ranging from 20-30 students on average. Participants included **individuals from all academic colleges and classifications**, including undergraduate students, graduate students & alumni, as well as industry partners.

Currently, the seminar room **lacks crucial features for modern presentations, workshops, and student engagement**, such as audio/visual capabilities, microphone and camera for virtual events & recordings, and student-friendly seating for dynamic engagement. However, the seminar room does have adequate mobile tabling for a variety of room configurations. See two examples below.





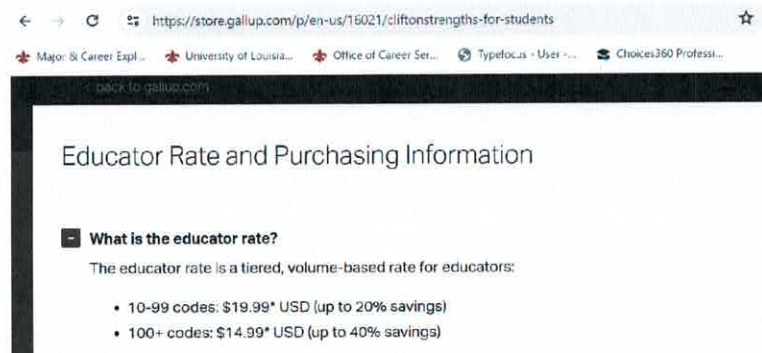
By securing funding for seminar room upgrades, the **quality and quantity of offerings can evolve** to meet technological needs of a modern educational space, fostering a more collaborative and interactive environment. This enhancement is vital for providing students with optimal opportunities to connect with Career Services resources and staff expertise, ultimately **preparing students from diverse fields of study for successful entry into the workforce.**

### **Impact and Justification: CliftonStrengths for Students**

Comparing Fall 2022 to Fall 2023, there was an approximately **55% increase** in CliftonStrengths for Students workshops, from 5 workshops to 11 workshops. Since the summer of 2021, Career Services has issued approximately 540 CliftonStrengths for Students assessment codes to UL Lafayette students. CliftonStrengths for Students **Strengths Coaching and workshops are available for individuals, classes, and student organizations by a Gallup-Certified Strengths Coach.** Coaching and workshops are personalized and high impact for both individuals and teams. Specifically, classes and student groups who participated in CliftonStrengths for Students workshops ranged from 20-50 students on average. In these workshops, individual discovery, small group, and large group activities were provided. Participants included students from **all academic colleges and classifications, including undergraduate and graduate students.** As before cited, this considerable increase in popularity of CliftonStrengths for Students workshops underscores the growing interest and benefit of this tool.

Gallup's CliftonStrengths assessment (Gallup, n.d.) is an industry leader in the awareness and development of individual talents as it measures one's natural patterns of thinking, feeling, & behaving and categorizes them into 34 research-based talent themes. Career Services provides the CliftonStrengths for Students online version which highlights a student's Top 5 Talent Themes (See attachment). This version guides students through the identification & development of their unique talents into strengths and provides resources & action steps tailored to the individual student. Through CliftonStrengths for Students workshops, individuals will gain insights and strategies to maximize talent of self and/or team for optimal success. With an **understanding and confidence** in their strengths, the **abstract will become tangible** as students approach school, work, decision-making, relationships, and team building with **enhanced efficacy.** Students will also have a guide to **match their unique skills & strengths to what employers are looking for** as they prepare for their job search.

Gallup charges an individual per code fee for administration and access to individual, personalized feedback and reports.



The administration, feedback, and reports are all facilitated through and provided in individual Gallup online accounts. In the past Career Services has absorbed this per student fee as well as partnered with departments for funding. However, this structure is not only **unsustainable for the future**, but it also creates **very limited access** for students and organizations to benefit from this tool and these workshops. With **dedicated funding** over the next 2-3 years, this resource can be **more inclusive and scalable to reach a broader audience** of students.

In conclusion, the impact of this grant extends beyond technological enhancements and career assessment access; it reaches into the **core of student development**, better preparing them for the challenges and opportunities they will encounter as they embark on their professional journeys.

## b. Projected Lifetime of Enhancement

**Technology** - Over 5 years

**Chairs** - Over 10 years

**CliftonStrengths for Students Access Codes** - Approximately 2-3 years (800 Assessment Codes @ \$14.99)

## c. STEP Plan Alignment

**SLO-3** – Create, deploy, and maintain **effective learning environments** that facilitate multiple instructional and learning styles.

**SLE 3.2** – Various **departments** within the University may submit proposals to meet the **technology needs** of that unit.

**SLE 3.3** – **Multimedia classrooms** require a balance between technology and the learning environment. To maintain this balance as technology increases, learning environments must adapt at a structural level. These environments must have **adequate seating** and fixtures to be able to provide students with an optimal learning environment. STEP currently funds 100 percent of technology in grant request and will additionally provide up to 30 percent of funding needed to update learning room fixtures. This will ensure that the learning environment completely meets the University's technology standards.



**SLO-5** – Create **marketable graduates** through a comprehensive employment plan.

**SLE 5.2** – Improve student success through engagement in high impact practices. These student positions will be **career centric** and provide students with opportunities to gain “real-life” experience before graduation.

**SLE 5.3** – Continue to utilize **Career Services** as a hiring center. Ensure that students have access to the services and assist staff where needed.

**d. Person(s) responsible for**

- i. Implementation** – Lauren F. Landry, Associate Director of Career Services – Major and Career Exploration; Jennifer LeMeunier, Associate Director of Career Services; Kim Billeaudeau, Director of Career Services
- ii. Installation** – Go Media and General Office Supply
- iii. Maintenance** – Lauren F. Landry, Associate Director of Career Services – Major and Career Exploration and Career Services; STEP Sustainability Plan
- iv. Operation** – Lauren F. Landry, Associate Director of Career Services – Major and Career Exploration and Career Services
- v. Training (with qualifications)** Lauren F. Landry, Associate Director of Career Services – Major and Career Exploration and Career Services; Maintained Career Lab since October 2016 with 24 workstations and presentation capabilities; Has administrator access. Gallup-Certified Strengths Coach. Has administered and facilitated CliftonStrengths assessment since Summer of 2021.

## Budget Proposal

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1.	<b>Equipment</b>	<b>\$29,702.18</b>
	• Technology	(\$19,796.48)
	• Chairs	(\$ 9,905.70)
2.	<b>Software</b>	<b>\$ 12,000.00</b>
	• Approximately 800 codes @ \$14.99/ea.	
3.	<b>Supplies</b>	<b>\$</b>
4.	<b>Maintenance</b>	<b>\$</b>
5.	<b>Personnel</b>	<b>\$</b>
6.	<b>Other</b>	<b>\$ 3,360.00</b>
	• Labor	
<b>TOTAL:</b>		<b>\$45,062.18</b>

## **ADDITIONAL RELEVANT INFORMATION**

### **Attachments**

General Office Supply Quote  
Go Media Quote  
CliftonStrengths for Students Sample Report

### **Timeline/Implementation Schedule**

Spring 2024 – Place order for project  
Summer 2024 – Installation  
Fall 2024 – Implementation

### **Previous Grants Funded**

Retention Technology Grant: Freshman & Sophomores, Spring 2014  
Retention Technology Grant, Spring 2013  
The Career Counseling Center/Student Affairs, Summer 2012  
Career Services Online Management System, Spring 2012  
Learning Center Computer Lab Renewal Grant, Spring 2010

### **References**

- Alonso, J. (2023, June 07). Career Centers Get a Makeover. Inside Higher ED. <https://www.insidehighered.com/news/students/careers/2023/06/07/bigger-budgets-and-higher-profile-college-career-centers>
- Gallup. (n.d.). Learning how the CliftonStrengths assessment works. CliftonStrengths. Retrieved December 18, 2023, from <https://www.gallup.com/cliftonstrengths/en/253676/how-cliftonstrengths-works.aspx>
- VanDerziel, S. (2022, November 28). The Value of Career Services. National Association of Colleges and Employers (NACE). <https://www.nacweb.org/career-development/organizational-structure/the-value-of-career-services/>



**QUOTE NUMBER : SQAQW004544-1**

**CONTRACT # 4400019740**

**HON STATE CONTACT - OMNIA**

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**Lauren Fontenot Landry**  
**University of Louisiana at Lafayette**  
**Agnes Edwards Hall, Room 104**  
**(337) 482-1444**

Date: 1/5/2024

Qty	Part Number	Part Description	List	Sell %	Sell Price	Ext Price
35	HNR6	HON Nucleus Recharged Guest Chair	\$604.00	55.50	\$283.02	\$9,905.70



- .N No Arm
- .S All-Surface Caster
- .IM 4-Way Black
- \$(1) Grade 1 Uph
- .OP Optic
- 42 Ruby
- .T Black
- P71 Black

**DELIVERY, ASSEMBLY, & INSTALLATION INCLUDED**

**ALLOW 6 WEEKS FOR DELIVERY**

**PRICING GOOD THROUGH 1/29/24**

List : \$22,260.00

**Total: \$9,905.70**

Project Number GM-1286

January 8, 2024



State Contract #4400022153

Proposal To:

ULL

For:

Agnes Edward Conference Room 104N

Prepared By:

Daryl Bragg

AGNES EDWARD CONF RM 104N

SCOPE

The scope of work for Agnes Edward Conf Rm 104N includes the use of a visual display system - the Sharp NEC Display Solutions 4P-B75EJ2U and it is to be coupled with its installer, Chief XTM1U and Chief CSMP9X12. These provide for a high quality display for presentations and video conferencing.

For efficient teleconferencing capabilities, the work scope includes AVer COM520PR2, a professional video conferencing system, and Vaddio 440-1005-065, a superior quality camera. The transmission of data over the network is to be facilitated by Netgear GS108LP-100NAS, a high performing switch that ensures seamless networking and connectivity.

A series of Black Box CAT6PC cables of varying lengths (004-BK and 010-BK) are included for reliable data transmission. For effective control of AV devices, the Extron Electronics MLC Plus 100, a user-friendly controller, is also a part of the scope of work.

Extron Electronics will provide a variety of audio and video control interfaces, connector cables, and adapters including the 60-1699-13, 60-1271-12, 60-1271-13, 60-1823-01, 60-1449-01, etc. These tools are crucial for controlling and managing the numerous AV devices in the conference room.

Middle Atlantic will supply our power distribution unit, vent panels, rack mount strips, and cable lacing bars – all designed for organizing, managing and distributing power supply to the AV units.

Exact Furniture will provide RA-200, a mobile rack stand, and RR-20, a reference rack for storing AV equipment. This arrangement advances the room's organization and aesthetics.

High-quality Windy City Wire cables, CAT6SP-BLK, robust 22-2PREPSP-BLK and 16-02P-BLK, will be used for cabling and wiring. The installation services are to be provided by Go Media Install with a 3-year maintenance contract (GM3YRP) offered by Go Media, LLC.

For pristine audio quality and clarity, a Shure SLXD14/93-G58 wireless system will also be included, accompanied by the Shure SBC203-US charger that can power up to two Shure SB903 rechargeable batteries. It serves as an efficient power management system.

Overall, the scope of work includes the installation, wiring, integration, and maintenance of these advanced audiovisual tools and systems to establish Agnes Edward Conf Rm 104N as a fully equipped, modern, and efficient conferencing space.

SYSTEM A




IMAGE	QTY	DESCRIPTION	PRICE	PRICE EXT
	1	1139434 AV Kit 15 \$20152	\$19,796.48	\$19,796.48
	300	Windy City Wire CAT6SP-BLK 23-4P OAS SOL CMP C6 Blk Jkt CAT6 Cable	\$1.11	\$333.00
	1	Shure SLXD14/93-G58 Combo System with SLXD1 Bodypack, SLXD4 Receiver, and WL93 Lavalier Microphone	\$772.26	\$772.26
















IMAGE	QTY	DESCRIPTION	PRICE	PRICE EXT
	1	Go Media Install Installation Labor	\$0.00	\$0.00
	2	Sharp NEC Display Solutions 4P-B75EJ2U 75" Class (75.0" diagonal) Commercial LCD Display - Brilliant Ultra High Definition (3840 x 2160) resolution with 380 cd/m2 Brightness and 1,200:1 Contrast Ratio. Built-in USB Media Player, Digital Tuner, HTML5 Web Browser, and 8W per Channel Stereo Audio System. 3-Year Limited Warranty	\$1,559.12	\$3,118.24
	100	Windy City Wire 22-2PREPSP-BLK 22-2P EPS STR CMP Blk Jkt Mic/Control Cable	\$0.47	\$47.00
	1	Shure SBC203-US Dual Docking Station for SLX-D transmitters and SB903 battery	\$147.45	\$147.45
	2	Chief XTM1U Micro-Adjust Tilt Wall Mount, X-Large	\$378.61	\$757.22
	200	Windy City Wire 16-02P-BLK 16ga Unshielded 2-Pair Stranded Speaker Cable, Plenum	\$0.36	\$72.00
	1	Shure SB903 Lithium-Ion Battery for SLX-D	\$55.47	\$55.47
	2	Chief CSMP9X12 PROX,MOUNT PLATE,9X12	\$47.43	\$94.86
	1	AVer COM520PR2 CAM520 Pro2 Conference Camera	\$1,330.44	\$1,330.44
	1	Vaddio 440-1005-065 ACTIVE OPTICAL USB 3.0 A/B PLENUM 20M	\$719.01	\$719.01
	4	Black Box CAT6PC-004-BK CAT6 250-MHz Molded Snagless Patch Cable UTP CM PVC BK 4FT	\$3.78	\$15.12
	1	Netgear GS108LP-100NAS 8-Port PoE+ Gigabit Unmanaged Switch	\$138.92	\$138.92
	1	Black Box CAT6PC-010-BK CAT6 250-MHz Molded Snagless Patch Cable UTP CM PVC BK 10FT	\$5.69	\$5.69




















IMAGE	QTY	DESCRIPTION	PRICE	PRICE EXT
	1	Extron Electronics MLC Plus 100 MediaLink® Plus Controller	\$868.61	\$868.61
	1	Extron Electronics 70-1097-02 SMB 112 Two US gang surface mount box: Black	\$189.78	\$189.78
	1	Extron Electronics 60-1699-13 IN1804 DO Four Input 4K/60 Seamless Switcher with DTP2 output	\$2,861.31	\$2,861.31
	2	Extron Electronics 60-1271-13 DTP HDMI 4K 230 Rx HDMI Twisted Pair Receiver - 230 feet (70 m)	\$416.06	\$832.12
	1	Extron Electronics 60-1449-01 MPA 601-70V One Channel Amp, 60 watts at 70 volts	\$430.66	\$430.66
	1	Extron Electronics 60-1271-12 DTP HDMI 4K 230 Tx HDMI Twisted Pair Transmitter - 230 feet (70 m)	\$416.06	\$416.06
	2	Extron Electronics 42-141-03 FF 220T - Full-Range Flat Field® Speakers with 2' x 2' Low Profile Enclosure and 70/100 V Transformer, Pair	\$437.96	\$875.92
	2	Extron Electronics 26-663-03 HDMI Ultra/3 4K Premium High Speed HDMI Ultra-Flexible Cable - 3' (90 cm)	\$43.80	\$87.60
	1	Extron Electronics 60-1823-01 6x4 Digital Matrix Processor w/ AEC	\$1,861.31	\$1,861.31
	2	Extron Electronics 26-663-06 HDMI Ultra/6 4K Premium High Speed HDMI Ultra-Flexible Cable - 6' (1.8 m)	\$62.77	\$125.54
	1	Extron Electronics 26-663-12 HDMI Ultra/12 4K Premium High Speed HDMI Ultra-Flexible Cable - 12' (3.6 m)	\$78.83	\$78.83
	1	Middle Atlantic PDX-915R-SP 15A 9 OUT SERIES SURGE W/CTRL	\$591.24	\$591.24
	2	Middle Atlantic VT1 1SP PERFORATED VENT PANEL	\$17.74	\$35.48
	2	Middle Atlantic VT2 2SP PERFORATED VENT PANEL	\$22.34	\$44.68
	1	Middle Atlantic TW12 (12)CABLE/WIRE MGMT STRPS	\$16.42	\$16.42

IMAGE	QTY	DESCRIPTION	PRICE	PRICE EXT
	1	Middle Atlantic LBP-1A 10 PACK L LACER BAR	\$41.39	\$41.39
	1	Exact Furniture RA-200 20RU Rack Cart	\$1,430.66	\$1,430.66
	1	Exact Furniture RR-20 20RU Rack Rails (pair)	\$102.19	\$102.19
	1	Go Media, LLC GM3YR 3 Year Equipment & Labor Full Coverage	\$1,300.00	\$1,300.00

**LABOR & INTEGRATION**

	HOURS	RATE	PRICE
Install 1139823	32.00	\$105.00	\$3,360.00
<b>EQUIPMENT TOTAL</b>			<b>\$19,796.48</b>
<b>LABOR TOTAL</b>			<b>\$3,360.00</b>
<b>AGNES EDWARD CONF RM 104N TOTAL</b>			<b>\$23,156.48</b>



ACCEPTANCE

FINANCIAL

PAYMENT SCHEDULE  
Net 30

EQUIPMENT TOTAL \$19,796.48  
SHIPPING TOTAL \$0.00

SUBTOTAL \$23,156.48  
TOTAL SALES TAX \$0.00  
PROJECT TOTAL \$23,156.48

TERMS

I accept this proposal and hereby authorize Go Media, LLC to proceed with the installation of the included systems at the facilities of ULL constructing at 200 Rex Street Lafayette, La as described in the totality of this document. I further authorize Go Media, LLC to be granted the facility access that will be required to complete this project in a workmanlike and timely manner and for payment to be made to Go Media, LLC. In keeping with the Terms of Payment listed above. It has been made clear to me that there exist no understandings regarding this project with any relevant party unless and until ULL and Go Media, LLC agree to such additional or alternate understandings in writing. Project cost and pricing are dependent upon a continual flow of work without interruption or delays imposed by ULL or their staff, construction, other building trades or any other party, and additional costs may be incurred by ULL from Go Media, LLC. If such delays result in additional costs that are not covered by the pricing in this proposal. I agree that any additions to and/or deletions from the materials and labor to be provided by my acceptance of this proposal and any resulting change(s) in cost of this project shall only be by way of written change order(s) and shall be valid only after being signed by ULL and Go Media, LLC. This proposal is valid only if accepted in writing and/or Purchase Order issued by ULL.

Workmanship/Labor warranty is valid for a period of 1 year from date of invoice. Labor warranty covers any workmanship faults, defects, or failures incurred during the installation phase of the project. This includes physical on-site installation as well as equipment configuration and programming. During the course of the warranty no fees will be assessed or charged for remote support, on-site technicians executing repairs, or travel time & expenses. Labor warranty does NOT cover repair or correction of issues caused by tampering of equipment by end users, contractors, or any other unqualified personnel. Additionally, equipment theft and damage caused by accidents, weather events, or natural disasters is not covered.

Equipment warranties vary per manufacturer as they are provided by the manufacturer. Minimum of 3 years repair coverage. individual warranty policies can be provided upon request.

ACCEPTANCE

ULL

\_\_\_\_\_  
SIGNED

\_\_\_\_\_  
DATE

\_\_\_\_\_  
PRINT NAME

\_\_\_\_\_  
TITLE

GO MEDIA, LLC

\_\_\_\_\_  
SIGNED

\_\_\_\_\_  
DATE

\_\_\_\_\_  
PRINT NAME

\_\_\_\_\_  
TITLE

# CliftonStrengths® for Students

Welcome to CliftonStrengths for Students, the report that guides you through your unique talents and how you can use those talents to succeed in your role.

We designed this report to make your days easier, bring clarity to your role as a student and help you thrive academically, socially and in your future career.

*Use this report to learn about your results and better understand what you naturally do best as a student. Then, go implement the action items into your role responsibilities — starting today.*

## YOUR TOP FIVE THEMES

### 1. Significance

Look for opportunities to do important work where you can help others raise the bar.

### 2. Futuristic

Share your visions of a better future.

### 3. Individualization

Appreciate the uniqueness in each person you meet.

### 4. Focus

Set specific goals with timelines to motivate yourself.

### 5. Maximizer

Strive for excellence, and encourage others to do the same.

## Each Theme Fits Into a Leadership Domain

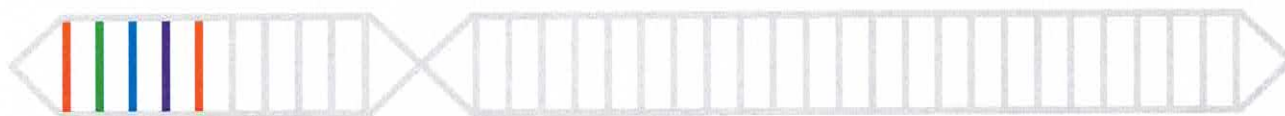
**EXECUTING** themes help you make things happen.

**RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

**INFLUENCING** themes help you take charge, speak up and make sure others are heard.

**STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.

# Your Strongest Future Begins Here



- 1. Significance**
- 2. Futuristic**
- 3. Individualization**
- 4. Focus**
- 5. Maximizer**

This time in your life is filled with choices, changes and challenges. Being a student requires so much of your time and energy — and no two students have the same experience, which means there must be more than one way to succeed. We know that the best way to build a foundation for success, both as a student and well into the future, is by using your strengths.

Your distinct CliftonStrengths profile sets you apart from every other student. Above is your talent DNA, shown in order based on your responses to the assessment.

### Learn About Your Most Powerful Strengths

This report outlines how your natural strengths give you an advantage during your time as a student. But to fully understand your talent DNA, you must know that your top five themes — the ones that shine through in almost everything you do — are the most powerful. Take the time to learn more about them.

### Discover Practical Ways to Apply Them

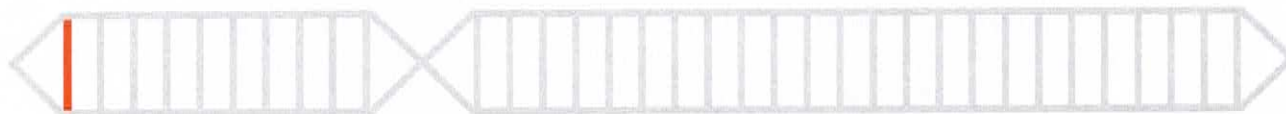
Incorporate your strengths into your day-to-day routine: from choosing your class schedule and creating study habits to investing in extracurricular activities and relationships with classmates. *Each theme page includes:*

- **How that theme contributes to your success**
- **How that theme could get in the way of your success**
- **Action items that you can implement immediately**

### Use Them

You have strengths that are already within you. Your specific talents, along with how you use them, give you your power and edge over others. Regardless of what you're doing in academia and where you're going next, you'll need to truly use and develop your strengths to create long-term and sustainable success.





## INFLUENCING

# 1. Significance

You want to make a big impact. You are independent and prioritize projects based on how much influence they will have on your organization or people around you.

### How This Theme Contributes to Your Success

Legacy is important to you. You are most passionate and engaged when you see the influence your projects have and when you know others will remember you. This means you work hard in your classes, clubs or extracurricular activities to ensure that you are positively influencing those around you. You want to work on admirable things that make a difference.

You strive to build credibility and impressive skills. When classmates or teachers hear your name, they likely think of your reputation for being hardworking and motivated. You enjoy it when others recognize you for your individual contributions to a group project or class discussion. That acknowledgment from teachers or classmates is very meaningful to you.

Chances are, you are more likely to enjoy independent work than group projects. This is because you can control the outcomes and the influence to reflect your legacy and goals. In group settings, you motivate others to raise their standards on what is considered high performance or success. You love setting a precedent for excellence.

### How This Theme Could Get in the Way of Your Success

- You may struggle to stay engaged without a strong purpose or a chance to stand out. If a class feels too standard or doesn't leave room for individual success, you may not thrive. Unfortunately, not every class you take will allow you the freedom to have the noticeable effect you want, and some may be focused on group performance instead of individual achievement.
- Others may perceive you as a showoff because you want to learn only important skills and pursue only visible roles. From the outside, it might look like you're not open to supporting roles in a group project or like you think you have nothing to learn from your classmates. This could harm your classroom relationships, damaging the reputation you work hard to protect.
- You may discredit or dismiss others' value if you focus too much on your own goals. You have a powerful presence in a classroom; if you forget to turn that toward others, you risk ignoring the talent and greatness of those around you. You can be intimidating to other classmates, so try to be aware of how they perceive you.

## ACTION ITEMS

# How to Apply Significance as a Student

*This theme gives you an edge — here's how you can use it.*

- **Get involved in a group that matches your values.** As you build your legacy as a student, decide how you want others to remember you. What groups do you want to align yourself with? What are you passionate about? Join those groups and help them set bigger goals, and then invest your time and energy in supporting their meaningful work.
- **Give others recognition.** Because you like being recognized for your contributions, you know how inspiring it is to get recognition. Notice your classmates' talents and contributions, and share them in a specific, timely and genuine way. This will help shape your reputation as a leader while filling your internal desire for recognition. Sometimes recognizing others feels just as good.
- **List out your goals.** Use this list when making decisions that will influence your future. Then consider the people you want around you when you accomplish those goals. Whom can you share them with, and whose recognition do you value most? Maybe a mentor, parent, friend or teacher — let them know what you want to do, and keep them updated on your progress.
- **Strategically plan your classwork.** As you look at your required classes and the electives that interest you, consider how these subjects will energize you. If you must take some uneventful classes, try pairing them with others that will challenge you, allow you to succeed in front of people and require a lot of individual involvement.

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Reflect to Plan for Action

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**What is the best recognition you have ever received?**

**How do you want others to remember you after completing your time as a student?**

# Inside Your Report

Your top five themes

Instructions for using the report

A resource to help you accomplish your goals



A theme page for each of your top five themes with student-specific insights, action items and reflection questions

