StandOut®
Strengths Development
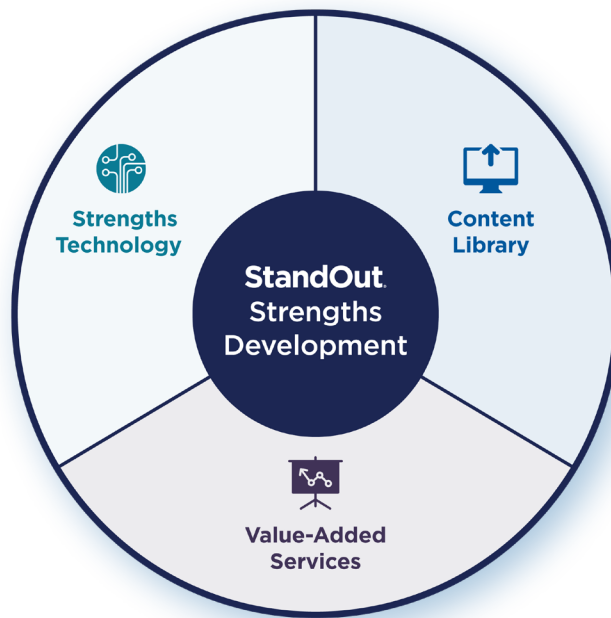
StandOut®
Powered by ADP®

What Is StandOut Strengths Development?

StandOut Strengths Development is a ready-to-use collection of strengths-based learning and services that build engagement, drive performance, and help people thrive at work. It includes StandOut **strengths technology**, a growing **content library** (including strengths-based eLearning, videos, tools, instructor-led workshops and certifications), and **value-added services** that will empower all of your team leaders and team members to access the best of themselves and make their greatest contributions.

With a library of strengths-based content at your fingertips, you can easily find the right resource to fit your team's needs at any moment. Built on insights from StandOut's ongoing strengths coaching and research practices, all of the content is presented in a hallmark entertaining style that makes learning feel less like a chore and more like something your teams will seek out.

Strengths
Technology

Content
Library

StandOut.
Strengths
Development

Value-Added
Services

Who Is It For?

StandOut Strengths Development is perfect for any organization seeking to create a strengths-based culture. It will appeal to:

- *HR and L&D Professionals* seeking ready-made yet flexible solutions to deliver consistent, impactful learning and coaching that enhances individual and team growth.

- *Organizations* that want a comprehensive, strengths-based toolset to foster a culture of growth and continuous personal development across all levels.

- *Team Leaders* who want to build cohesive, motivated teams and drive high performance by tapping into each team member's strengths.

- *Team Members* looking to be empowered to bring their strengths to work every day and contribute more of what they love to do.

What Is Included?

Strengths Technology

StandOut strengths technology provides ongoing access to strengths coaching insights and team collaboration tools.

StandOut Assessment
Identifies people's Top 2 Strength Roles based on a 15-minute assessment and personalizes content based on them.

Coaching Channel
Provides a steady drip of tips and strategies from world-class professional coaches with practical insights on how to leverage strengths.
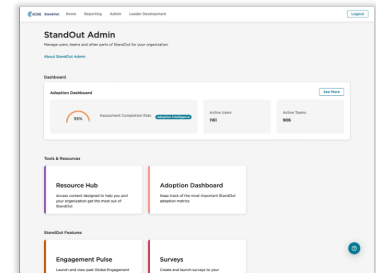
Snapshot
Shows the best ways to work with team members based on each person's unique strengths.

Team Activities
Boosts team connection through simple guided activities that help people learn about each other.

Admin & Reporting
Enables you to manage your platform and resources to support adoption.

Content Library

Workshops (deliverable in person or virtually)

StandOut Team Member* (90-Minute Workshop)
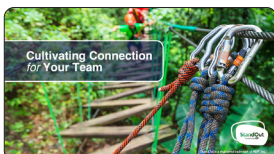Brings out the best in team members by teaching them to focus on their strengths.

StandOut Team Leader* (90-Minute Workshop)
Empowers team leaders with essential skills to inspire and elevate their teams.

Coaching Essentials for Team Leaders* (90-Minute Workshop)
Equips team leaders with foundational coaching skills to elevate individuals and enhance team performance.

Cultivating Connection for Your Team (90-Minute Workshop)
Deepens interpersonal connections within teams based on shared values and strengths, fostering a stronger, more unified organization.

*Requires certification

eLearning

StandOut Strengths Foundations (SCORM)
Focuses on the core concepts in StandOut's strengths-based approach to work, guiding participants through a deep dive into what their strengths are and how they show up at work.
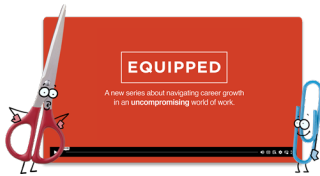
Discover StandOut (SCORM)
Focuses on how team members and team leaders can make the most of strengths by using the StandOut Platform and its tools, including the Assessment, Check-Ins, and Engagement Pulse.

Video Series

Equipped: Career Animated Series
Sparks exploration of common career challenges, providing strengths coaching insights to help people take a more empowered approach to navigating their options and crafting a career that matters to them.

Connections Animated Series
Showcases how the StandOut Platform's features empower users to connect with their work — and with each other — while simplifying leadership for team leaders.

StandOut Debrief Certification

This certification equips participants with the skills to effectively debrief individuals on their StandOut Assessment results, using the context of people's lives — their goals, challenges, and dreams — to expand their awareness and understanding of what they bring, and how their Top 2 StandOut Roles best serve them.

COMING SOON!

New content releases at least two times per year, based on StandOut's Strengths Coaching and research practices that provide ongoing insights into people's needs and challenges at work.

StandOut Strengths Development includes support for integration of StandOut learning within your organization.

Certifications

Scale learning by certifying internal trainers to deliver your own StandOut workshops and/or StandOut Debriefs, including the flexibility to integrate the content into your Leader Development programs.

Facilitated Workshops & Events

Have our StandOut Facilitators deliver one of our interactive or broadcast-style sessions. Available as either virtual or in-person deliveries for individuals, teams, leaders, and executives.

1:1 StandOut Debriefs

These 60-minute 1:1 sessions with a StandOut Strengths Coach help people identify how to leverage their Top 2 StandOut Roles to make their greatest impact at work.

Leader Development Specialist Support

Collaborate with experts to help you weave StandOut content into your existing Leader Development ecosystem; create custom learning journeys; apply StandOut's strengths approach to specific topical needs; or get 1:1 post-certification support for facilitators.

How to Get Started

StandOut learning and coaching content is flexible so you can blend the delivery and training components to suit your organization's needs. All you need to do is download the content and/or upload the digital courses to your LMS, have a member of your organization StandOut certified, then launch with your teams and leaders.

To get started with **StandOut Strengths Development**, contact your Talent Solutions Partner, or reach out to sales@adp.com.