

## Connecting CliftonStrengths Themes to Methods of Allyship and Becoming an Accomplice for Social Justice

Author's Note by Dave Els-Piercey: This is not a comprehensive list of ways to be an ally or accomplice. You can find other methods through this article: <https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234> or this video: <https://www.youtube.com/watch?v=dg86g-QIM0> or any number of Google-able manners.

This is meant to be a starting point for you to begin or continue your (never-ending) journey in social justice in ways that may align with your strengths. This does not mean that you automatically must feel good about every suggestion in your talent themes, but the below thoughts can be a way to begin to think about how you might be able to contribute to a cause if you are feeling unsure of how you can be helpful.

This is also not intended as a checklist to say that if you do these things that the work is done, and you have earned your "Ally Card". No matter how much you put in, you do not get to claim the title of "ally" or "accomplice" unless the people you are aiming to support provide you with that title. Please take this document as a way to consider how to use your talents to effectively impact positive change or to coach others to find ways that may align with their talents. Remember that there are multiple pathways to support a cause and all are important, even if not all are seen.

The contributors of this document do not claim to be able to express the best way for you to be an ally in every situation, but one universal truth that seems to be effective is to listen to the people you want to support and follow their lead – not to be confused with requiring them to educate you.

<b>Talent Theme</b>	<b>Idea #2</b>	<b>Suggestion #2</b>	<b>Create Your Own Suggestion</b>
Achiever	Create a to-do list with what needs to happen, even small steps	Finish the work. Use your stamina to keep pushing along.	
Activator	Get started, even if you're not 100% sure what to do or where to go next	Demonstrate the urgency to others to inspire starting more efforts	
Adaptability	As situations unfold, adapt to what people you are trying to support say they need	Adjust your behavior if someone calls out a harm you caused	
Analytical	Research institutionalized oppression	Amplify facts and call out fake news	

Arranger	Recognize what changes may be necessary	Mobilize appropriate resources towards different avenues of support	
Belief	See how your values line up with the cause you support	Live your core values in a way that honors the cause you are supporting	
Command	Recognize the leaders of the movement, who should not have power taken away from them	Mobilize people who share similar identities to work towards the shared goals	
Communication	Write about what you want to see change	Share your voice with the world whether publishing, being vocal at rallies, or calling on politicians to support bills that improve equitability	
Competition	Challenge others to raise more money for a charity or make more signs for a protest.	Feed off the people around you to see how you can better yourself.	
Connectedness	See what people and resources can be brought together	Recognize your connection to systems of oppression	
Consistency	Recognize systems that do not treat people equitably	Help create systems that can work for all people	
Context	See what has and has not worked in the past.	Remember the names. Remember the history of how we got here.	
Deliberative	Understand and articulate the risks of taking various actions	Understand and articulate the risks of inaction	
Developer	Celebrate the victories, big and small, as there are many areas to show support	Encourage others to continue their path to be a great ally or accomplice	
Discipline	Schedule times to keep yourself accountable to continued learning	Create a routine to continue support after the hype starts to fade	

Empathy	Amplify the voices of the marginalized	Help others understand the why behind people's hurt and people's actions	
Focus	See what needs to be done, it's okay to ask what others need	Keep your attention on what needs to happen and help reign in others who may get distracted	
Futuristic	Imagine a society that encourages equity	Use your vision to inspire change in others	
Harmony	Realize that there will not be true harmony until oppression is eliminated	Build consensus among people with seemingly different priorities and goals	
Ideation	Make slogans, create art, find beauty in the future you hope for	Brainstorm how systems should look to ensure people are treated equitably	
Includer	Bring in others to the cause	Recognize who has historically been left out of the conversation and make sure they are at the table	
Individualization	Help others find the unique ways they can get involved	Find the unique ways others need to be heard or are best able to hear the message	
Input	Gather all the resources, articles, opinions, and testimonials	Have information and tools ready for whatever situation you come across	
Intellection	Think deeply about what needs to be understood for others to get the message	Reflect on what the most effective approaches to being a consistent ally and accomplice are	
Learner	Seek out the wealth of voices willing to do the emotional labor of educating	Report out what you have learned from others and continue to learn the best information	
Maximizer	Find ways to best utilize resources to support marginalized populations	See how systems can more effectively use resources to create societal equity	
Positivity	Recognize the good around you in the midst of chaos as examples, not endpoints	Be a source of energy for those who grow weary	

Relator	Reach out to your network and see how people are doing in meaningful conversations	Be a credible source of genuine information and remain trustworthy	
Responsibility	Commit to concrete goals that you articulate to others for accountability	Own ways you have been problematic and help others learn from your mistakes	
Restorative	Point out what is not working in the current systems	Find ways to work on fixing the root causes of oppression rather than symptoms	
Self-Assurance	Approach your allyship journey with the confidence that you are heading in the right direction	Be a confident, leading voice for others who may question the value of what you are doing	
Significance	See that being an accomplice can be of the utmost importance to marginalized groups	Find your purpose in moving the needle forward towards justice, even if you do not always receive recognition	
Strategic	Find the best path of the many for you to work on being an effective accomplice	Look at the bigger picture and see what needs to happen to make each path of doing the work successful	
Woo	Start conversations and engage those who don't know how to join the movement	Get to know the people you want to support. Don't let them be invisible faces	

Special thank you to Molly Yardley, Page Patten, Tamara Williams, Julia de'Caneva, and Dave Els-Piercey for their labor in creating this document. The work does not finish with this effort, but we are hopeful that this can be a good place to start and build from.