FIRST CHOICE DISCOVERY MENTOR PROGRAM

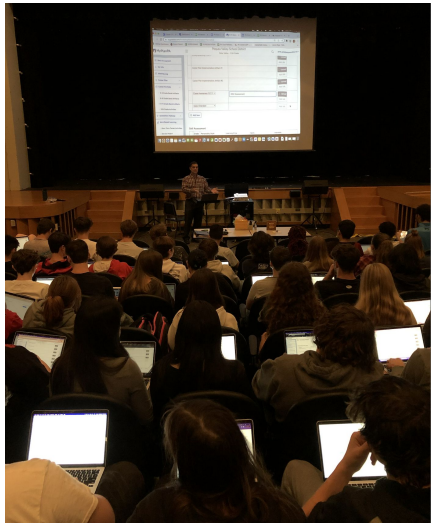
RAISING THE VALLEY



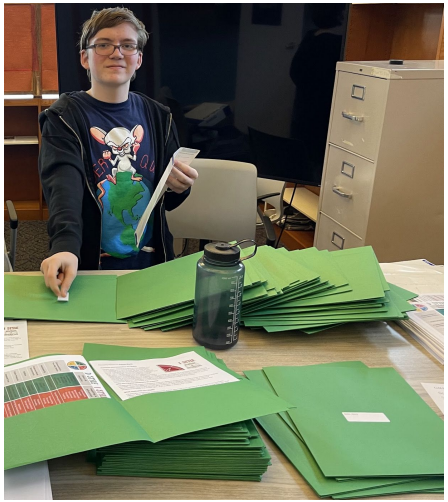
Preparation

All 10th Grade











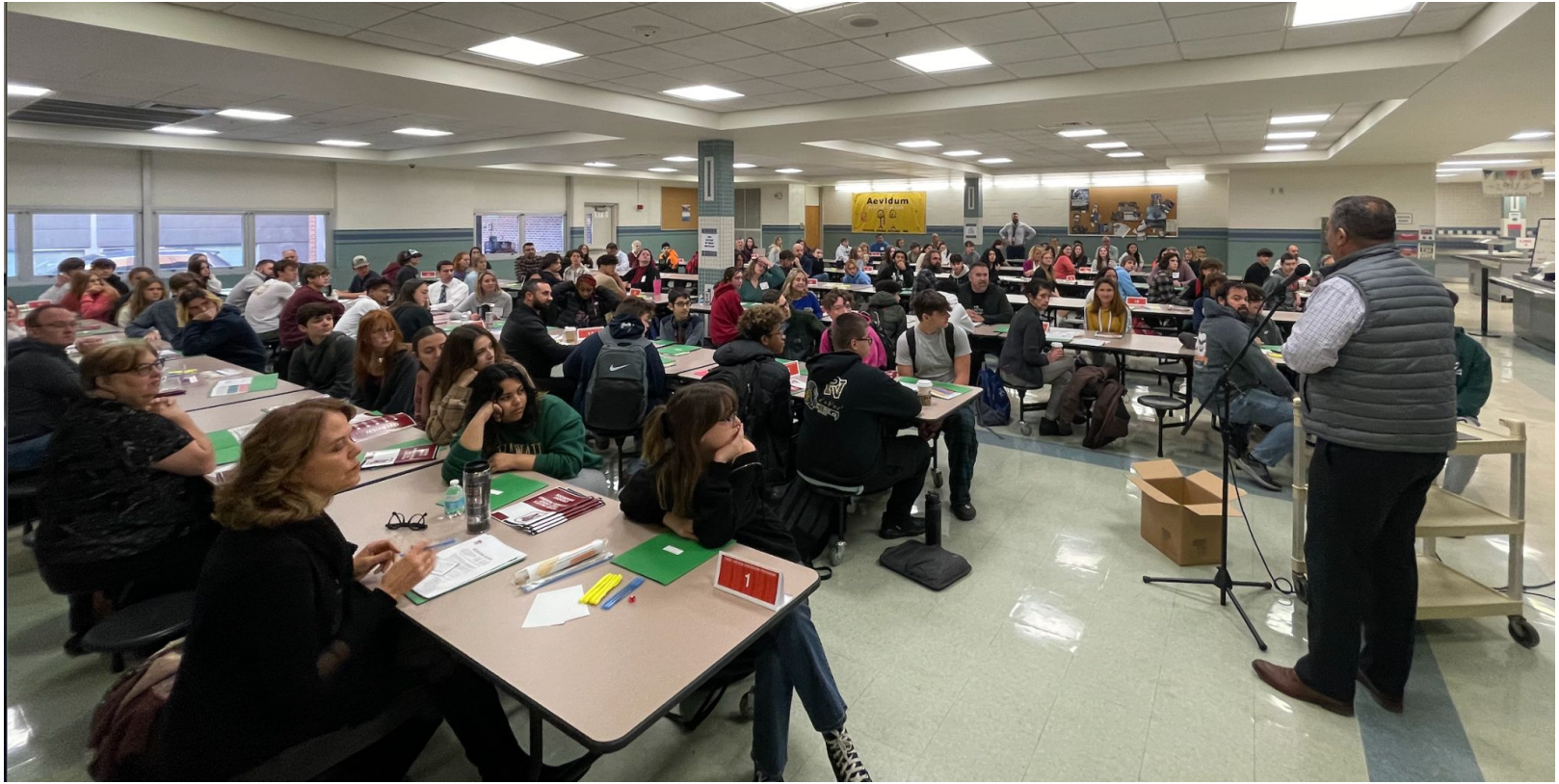
First Choice Discover Mentors: Session One Pre-game



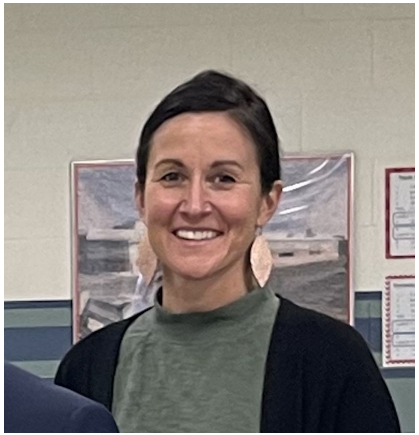
Mentor		Company
Arnold-Dinger	Stephanie	McDonald's Franchise
Campbell	Eileen	Lighthouse Vocational Services
Carbaugh	Tabetha	Thomas e. Strauss, Inc.
Clark	Donald	Clark, Inc.
Cordell	Geoff	Pepper Lane Fudge
Cotton	Keith	Servants
Davidson	Erin	Snapology of Lancaster and Reading
Davis	Dan	Select Building Services
DellaVecchia	Angela	Tel Hai Retirement Community
Dydo	Chris	Kitchen Kettle Village
Flaim	Joseph	Fulton Bank International Group
Gerena	SSG Ulysses	Army National Guard
Good	Stephanie	Stoltzfus Meats
Graybill	J. Evan	J.G. Graybill Plumbing
Hackett	Kevin	Grace Point Church of Paradise
Hurst	Jason	Integrous
Jones	Jill	Thomas E. Strauss, Inc
Kmieczak	Kenneth	Kitchen Kettle
Linares	Kellie	Luthercare
McHugh	Brian	Berk's Homes

Mentor		Company
Meyer	Jessica	White Chimneys / CRNP
Negle	Adam	The Factory Ministries
Pace	Jodi	Advanced Food Processing
Patrick	Kimberly	Frameworks Consulting
Riehl	Jessica	JangOhari Family Chiropractic
Rineer	Lori	LJDesign
Rittenhouse	Thad	Ufinancial
Rohrer	Travis	Stoltzfus Meats
Rondinelli	Michele	Kitchen Kettle - President
Schoener	Rebecca	Snapology
Sensenig	Michael	Intercourse Merchants Association
Shaub	Susan	Thomas E. Strauss, Inc.
Stiger	Caleb	Baron Insurance
Stoner	Darla	Lion's Club Gap
Thomas	Luann	Tel Hai Retirement Community
Thompson	Dave	Paradise Township
Vilay	Peter	Thomas E. Strauss
Waldron	Nikki	CAP Community Action Program
Weaver	Alicia	Haller
Wenrich	Steve	Fulton Bank

The Kickoff: First Choice Vision



FINDING OUR STRENGTHS: Melissa Jeans



> What will happen when we think about what is right with people rather than fixating on what is wrong with them?

Melissa Jeanes LLC | Gallup

> You have more potential for growth when you invest energy in developing your talents instead of correcting your deficiencies.

Melissa Jeanes LLC | Gallup



34 Talent Themes

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Connectedness	Context
Belief	Communication	Developer	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

GALLUP® CliftonStrengths®

Significance

SHARED THEME DESCRIPTION

People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you probably work diligently, persevering to the very end. You are gratified when people tell others you are a competent, trustworthy, and accomplished individual. Driven by your talents, you are determined to be in charge of your own destiny. This is your life. You intend to be the ultimate decision maker regarding personal and professional matters. It's very likely that you live your life at center stage. It is risky at times. However, it is the only way you will ever know how much people appreciate and love you. Being a person of prominence and achievement comes naturally to you. You easily capture the attention of others. You sense that you are most alive when you hear thunderous applause or receive accolades from those who realize you are important. Chances are good that you contend that what you have to say is very important. You probably tell individuals or groups they would be wise to stop what they are doing and give you their undivided attention. By nature, you seek to be held in high regard and admired as a person of worth. You are delighted when people want to spend time with you.

Futuristic

SHARED THEME DESCRIPTION

People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Depending on the order of your themes and how you responded to the assessment, some of your themes may share identical insight statements. If this occurs, the lower ranked theme will not display insight statements to avoid duplication on your report.

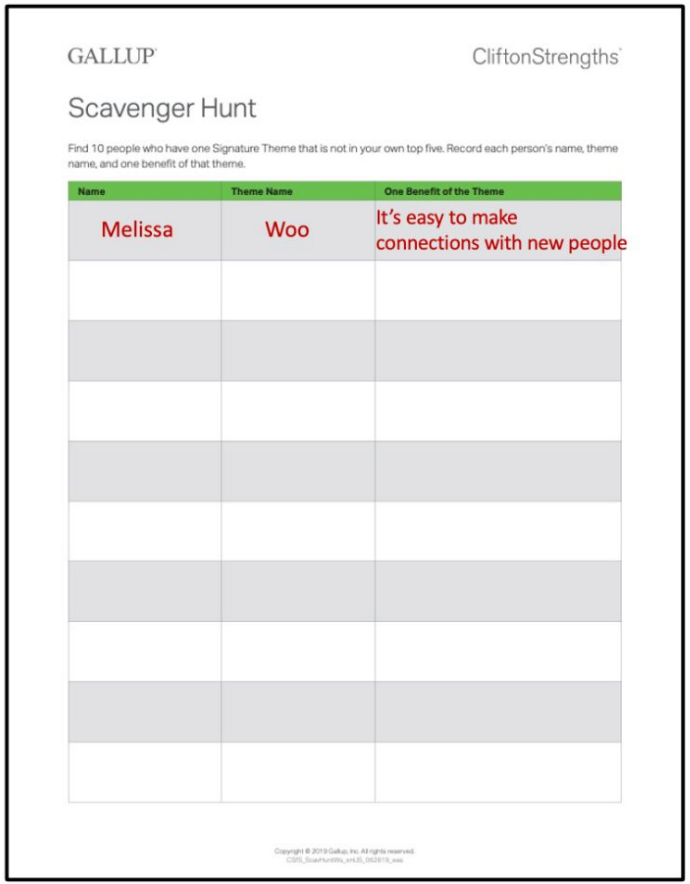
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Discussion Questions

For each talent theme, what words, phrases, or lines stand out to you?

For each talent theme, what would you like others to see most in you?

Melissa Jeanes LLC



GALLUP

CliftonStrengths

Scavenger Hunt

Find 10 people who have one Signature Theme that is not in your own top five. Record each person's name, theme name, and one benefit of that theme.

Name	Theme Name	One Benefit of the Theme
Melissa	Woo	It's easy to make connections with new people

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Instructions

Select one of your talent themes and use it to fill out the first line of the worksheet.

You'll have 5 minutes to get 9 other people to list their name, talent theme, and one benefit.

* You can not have a duplicate name or talent theme

Talents x

A natural way of thinking, feeling, and behaving

Investment

time spent practicing, developing skill and building knowledge base

---

= Strengths

the ability to deliver consistent, near perfect performance in a specific task

Finding Your Strengths: DISC with Laura Robbins



WHAT ARE THE FOUR DISC STYLES?



D STYLE: Direct & Decisive

Fast-paced, Goal-oriented, Competitive, Risk Takers

I STYLE: Inspiring & Influential

Enthusiastic, Social, Optimistic, Trusting

S STYLE: Supportive & Service-Minded

Cooperative, Understanding, Patient, Good Listener

C STYLE: Contemplative & Cautious

Detail-oriented, Logical, Conscientious, Prepared

IDENTIFYING & ADAPTING TO DISC STYLES

D STYLE

- Task Oriented
- Reactive & Fast-Paced
- Questioning & Skeptical

How to adapt to D Styles

- Prepare before you approach the person
- Get to the point
- Focus on the task & desired result
- Avoid too many details, unless asked
- Use bullet points, not paragraphs
- Follow through and get it done!

I STYLE

- People Oriented
- Reactive & Fast-Paced
- Accepting & Warm

How to adapt to I Styles

- Start with a chat
- Focus on the benefits
- Explain the "why" & give background
- Solicit feedback and opinions
- Emphasize the positive & be optimistic
- Recognize the value of the listener

S STYLE

- People Oriented
- Proactive & Cautious
- Accepting & Warm

How to adapt to S Styles

- Focus on the impact on people
- Show support
- Minimize aspects of change and distractions
- Be ready, willing and able to help
- Sympathize and empathize
- Speak slowly and deliberately

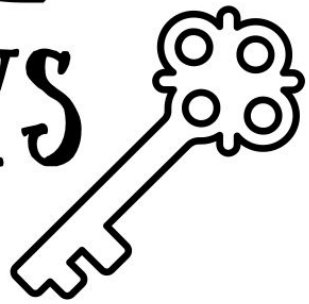
C STYLE

- Task Oriented
- Proactive & Cautious
- Questioning & Skeptical

How to adapt to C Styles

- Focus on the certainty of the outcome
- Be precise - facts over feelings
- Minimize small talk
- Provide clear expectations
- Encourage analysis
- Elaborate on consequences

THE KEYS



1. **Know your style**
2. **Identify the style of others**
3. **Adapt your own behavior to align with theirs**



WHAT'S YOUR WORD?

Choose a word that describes YOU!

GROUP DISCUSSION

1. Share your word and why you chose it. How does it align with your DISC style?

2. Highlight the words or characteristics on your Discovery Report that stand out to you. How has your DISC style shown up in your life?

Subscript

COMMUNICATION WITH OTHERS



Treat people the way YOU want to be treated



Treat people the way THEY want to be treated

TEAM BUILDING

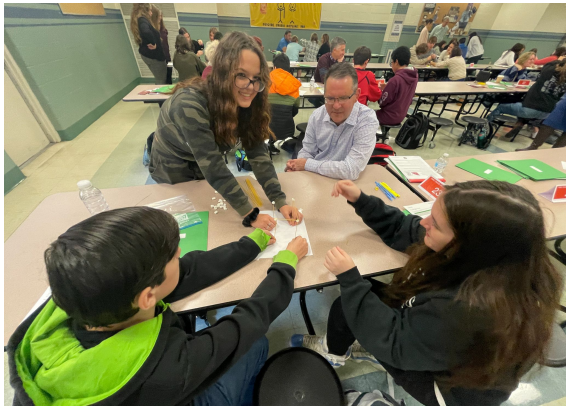
Build a tower as tall as possible with the materials provided to support a full-size marshmallow at the top.





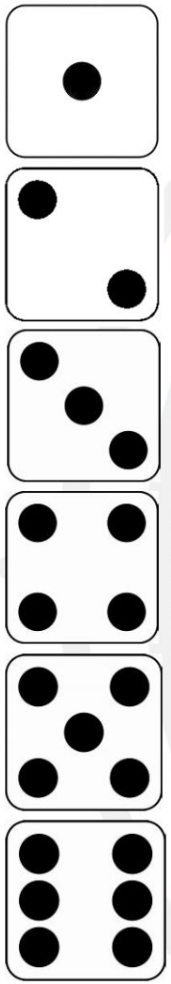
SPAGHETTI MARSHMALLOW TOWER







DICE DEBRIEF



1. Something new I learned today...
2. A feeling I experienced today...
3. Something I enjoyed in today's session...
4. I'd like to learn more about...
5. Something that surprised me...
6. You choose! Answer any of the above

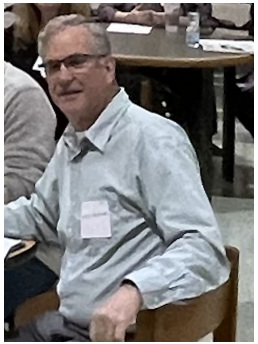


Roll the die at your table and answer the prompt for the number you rolled!

Team Celebration!



Ashley Glensor - Chamber
Jared Erb - PVSD
John Trovator - PVSD
Adam Nagle - The Factory
Erik Orndorff - PVSD
Rich Eby - PVSD
Melissa Jeans - Melissa Jeans LLC
Laura Robbins - Kitchen Kettle Village
Michael Sensenig - Intercourse Merchants Assoc.



“I gotta be honest, my friends and I thought we were just going to sit and watch a powerpoint presentation for two hours, but that was really fun!

- PV 10th Grade Learner







Next Meeting:

December 16th:

- Building Strengths into Resume
- Developing Elevator Pitch
- Mock Interviewing



Session 1: Building Critical Skills	**Nov 22, 2022**	**8:00 AM - 10:00 AM**
Session 2: Resumes & Interviewing	**Dec 16, 2022**	**1:00 PM - 2:30 PM**
Session 3: Career Pathway & Fair	**Feb 1, 2022**	**8:00 AM - 11:30 AM**
Session 4: Job Shadow Day	**Mar 24, 2022**	**8:00 AM - 1:30 PM**
Session 5: Next Steps	**Apr 28, 2022**	**1:00 PM - 2:30 PM**