

Leader Guide



Welcome to the Zoë
Assessment Supplemental
Leader Guide.

This valuable resource is
designed to assist leaders,
educators, and facilitators in
guiding groups of users
through the transformative
Zoë assessment process.

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For each session, discussion, activities and prep work for following sessions is outlined.

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Get even more information, resources and activities to continue the journey!



How to use this guide

Zoë is a web application designed to uncover students' God-given talents and provide a path of self-discovery for a life with meaning and purpose.

Whether you are a school administrator, organizational leader, or business manager, this guide will empower you to harness the full potential of the Zoë assessment for the benefit of your students, employees, or team members.



What value does it bring?

The Zoë assessment is a powerful tool that promotes self-discovery, personal growth, and purposeful living. It enables individuals to explore their strengths, values, and interests, fostering a deeper understanding of themselves and their unique paths in life.

By using this guide, you'll have the tools to facilitate group assessments, engage participants in meaningful discussions, and lead purpose-driven activities that enhance the assessment experience.

What's included?

Within these pages, you'll find step-by-step instructions, discussion prompts, and creative activities that align with each component of the Zoë assessment: CliftonStrengths®, Acclaro Values Clarifier®, and Career Key Discovery®. These resources are designed to enrich the assessment process, promote insightful conversations, and encourage participants to apply their newfound self-awareness to their personal and professional journeys.



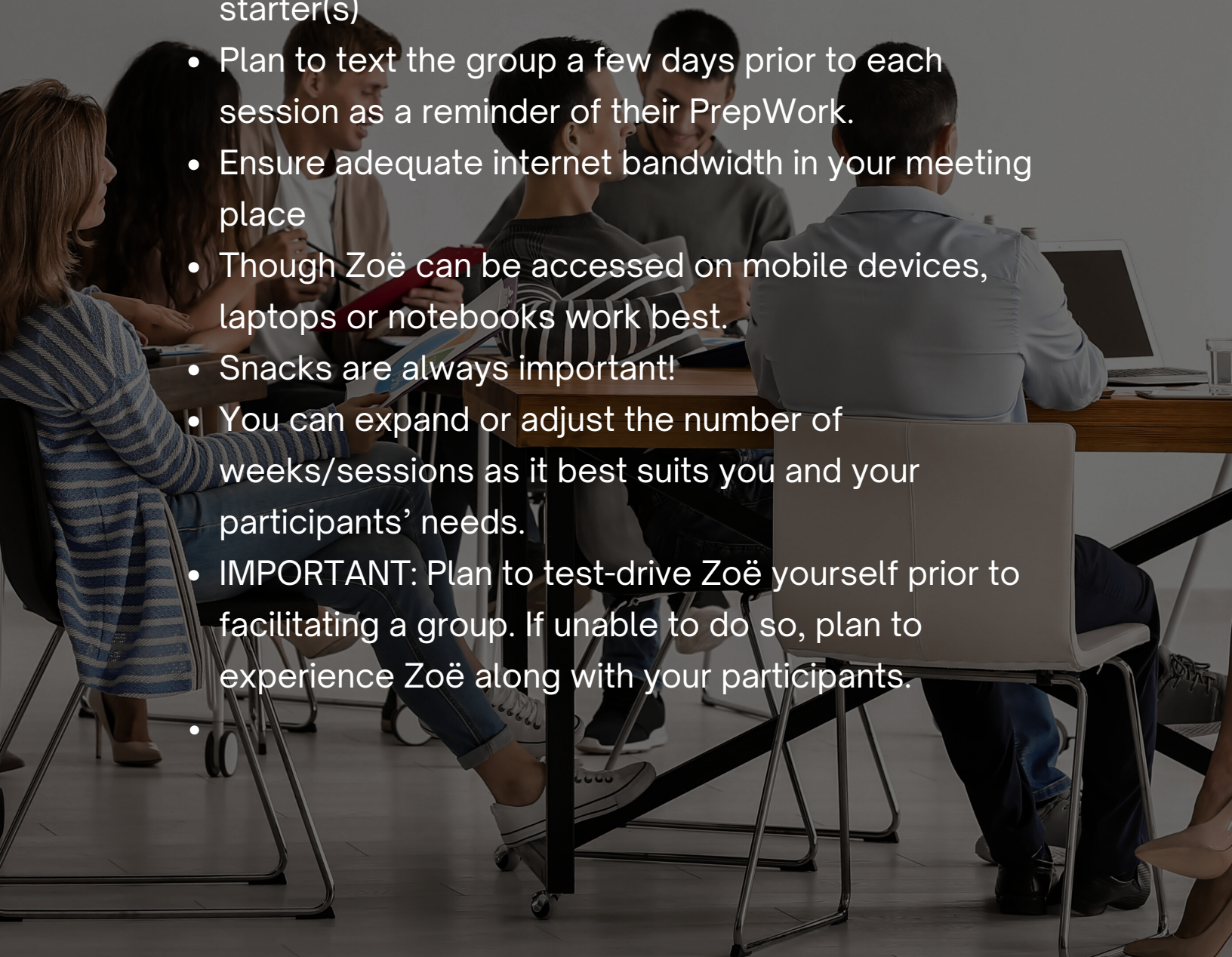
Why you?

As a leader, you play a crucial role in creating a supportive and empowering environment for those you guide through the Zoë assessment. By utilizing this supplemental guide, you'll be well-equipped to lead participants toward a deeper understanding of their strengths, values, and passions.

Together, you'll embark on a journey of self-discovery, purpose, and lasting impact.

General suggestions

- Personally and individually invite the participants, communicating why you are inviting them
- Plan on 90-minute sessions.
- As always, start each session with good discussion starter(s)
- Plan to text the group a few days prior to each session as a reminder of their PrepWork.
- Ensure adequate internet bandwidth in your meeting place
- Though Zoë can be accessed on mobile devices, laptops or notebooks work best.
- Snacks are always important!
- You can expand or adjust the number of weeks/sessions as it best suits you and your participants' needs.
- **IMPORTANT:** Plan to test-drive Zoë yourself prior to facilitating a group. If unable to do so, plan to experience Zoë along with your participants.



Sessions

Session 1 – Why are we here?

Session 2 – Deep dive into CliftonStrengths©

Session 3 – Acclaro Values Clarification©

Session 4 – Career Key Discovery©

Session 5 – Bringing it all Together, Next Steps





Activities

- Activity 1 – Important Biblical Concepts (Session 1)
- Activity 2 – Getting Started in Zoë (Session 1)
- Activity 3 – Complete CliftonStrengths© (Prep for Session 2)
- Activity 4 – Thoughts and Wonderments (Prep for Session 2)
- Activity 5 – Engage with your CliftonStrengths (Session 2)
- Activity 6 – You Are Unique! (Session 2)
- Activity 7 – Scripture Says You Are Unique (Session 2)
- Activity 8 – Embrace. Own. Stand Out. (Prep for Session 3)
- Activity 9 – More Thoughts and Wonderments (Prep for Session 3)
- Activity 10 – Acclaro Values Clarification© (Session 3)
- Activity 11 – My Core Values (Session 3)
- Activity 12 – The Value of Understanding our Values (Session 3)
- Activity 13 – What You are Good at and Love to Do! (Prep for Session 4)
- Activity 14 – Engage with Your Holland Personality Codes (Session 4)
- Activity 15 – Bringing it all Together (Prep for Session 5)
- Activity 16 – Recap & Next Steps (Session 5)

Why are we here?

Date :

Place :



Session

Discussion

- Introductions
- Share why you invited the participants into the Zoë journey
- Discuss “Who is Zoë?”
 - Three assessments combined to help them discover strengths/talents, values, and interests and how they relate to what they might want to do in life – a sense of purpose in this world.
 - Reference the Zoe website, “Who is Zoe?”

Activities

Activity 01

Biblical concepts

- Tov Meod - During His creation project, God repeatedly referred to his creative activity as good (Hebrew, tov)
 - c.f. Genesis 1 passages in the Northish Guide
 - Consider viewing photos from the Hubble Telescope (hubble.org) showing the magnificence of tov
- We are created in God’s image (Genesis 1:26-27)
 - “Created” was stated three times. Exponentially important in Hebrew poetry
 - What does “created in God’s image” mean?
 - Our internal interests come from God - i.e., music, humor, beauty, etc.
 - Our passions come from God - i.e., sense of injustice, need for relationships, etc.
 - After the creation of humanity (Genesis 1:26-27), God declared his creation to be very good (see Genesis 1:31)
 - Hebrew for very good: tov meod
 - One person described tov meod as “the Best of the Best of the very, very Best.”
 - Thus humanity can be seen as the pinnacle of God’s creation

Discussion questions:

- What stood out to you?
- What have you learned about who God is?
- What have you learned about who you are?
- What kind of questions does this generate for you?

Why are we here?

Date :

Place :



Session

Activities

Activity 02

Getting started in Zoe

- Create an account (link from Welcome email from Zoë)
- Discuss Prep Work for Session 2.

Prep Work

- To be completed prior to Session 2: Complete CliftonStrengths©
 - Important: Review instructions with your group (people, especially young people, don't tend to read instructions!).
 - Important: They need to complete it before the second session to be fully engaged.
- Activity 3: Complete CliftonStrengths© Assessment (within Zoe app)
- Activity 4: Complete pre and post thoughts for CliftonStrengths© (within Zoe app)

Notes
