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Marcus, Clifton, Donald O. (2001) Hardcover**

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Based on a Gallup study of over two million people who have excelled in their careers, NOW, DISCOVER YOUR STRENGTHS uses a revolutionary programme to help readers discover their distinct talents and strengths. The product of a twenty-five year, multi-million pound effort to identify the most prevalent human talents, the StrengthsFinder programme introduces thirty-four talents or "themes" and reveals how they can best be translated into personal and career success. Each copy of the CD contains a unique pin number that gives the reader access to the StrengthsFinder Profile, a Web-based interview that analyses people's instinctive reactions and immediately presents them with their five most dominant strengths. Once listeners know which of the thirty-four talent themes dominates their personality, they can make practical applications at three levels: as an individual, as a manager and within an organisation. Readers learn what kind of environments will allow them to flourish; how managers can better cultivate their employers' talents; and how almost all organisations inhibit the talents of their people and need to change.

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