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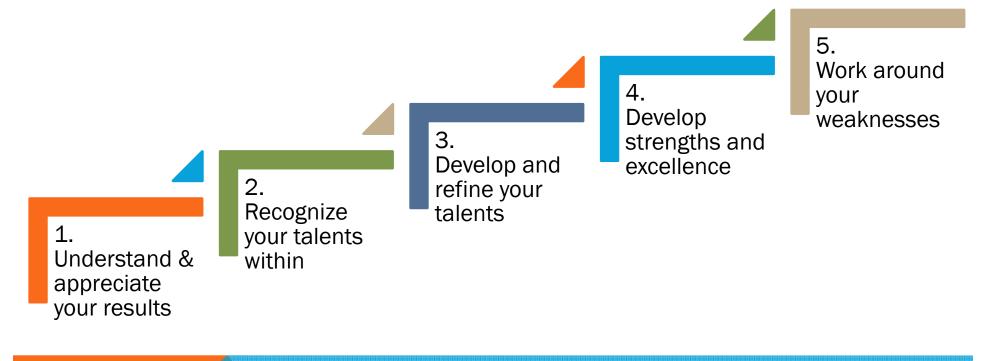


### THE MEANING OF YOUR TOP 5 THEMES

- Your top 5 'Signature Themes' as they are called, are "the ways in which you most naturally think, feel, and behave".
- The strengths movement is built upon the idea that you can become who you want to be if it's more of who you already are. You can't and should not aim to become someone different.
- Each person has huge potentials but in specific areas. Your biggest room for growth and success lies within your talents, so let's focus on them, as this marks the path to personal excellence

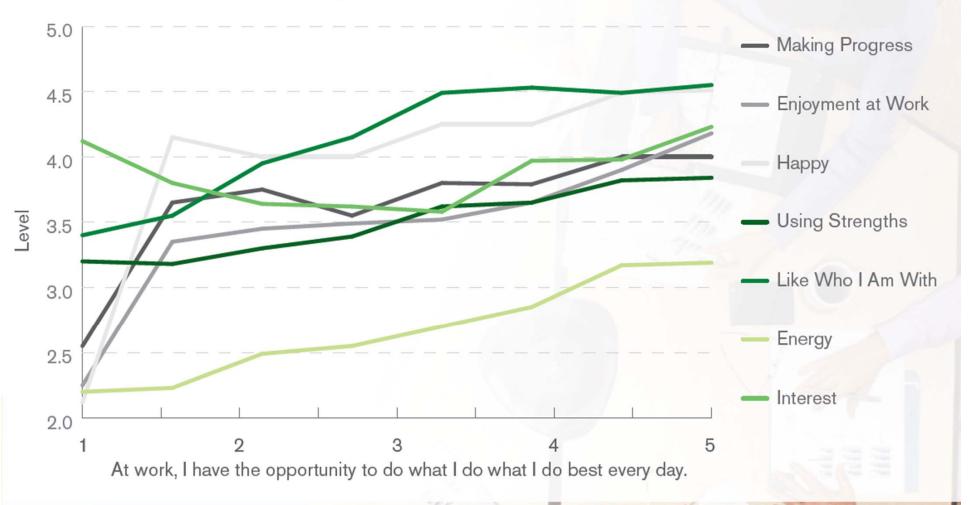
### THE TALENT DEVELOPMENT PROCESS

5 steps for developing your strengths:



### **USING STRENGTHS AT WORK = POSITIVE OUTCOMES**

Employees Who Use Their Strengths at Work Experience Positive Outcomes



# OPERATION OF A STRENGTHS-BASED ORGANIZATION

### **STRENGTHS**



### **TALENT LINE UP**

WHAT IS YOUR REACTION?	RIGHT SIDE OF ROOM:	LEFT SIDE OF ROOM:
You are invited to a party with people you do not know.	Oh Boy!	Oh No!
You are asked to participate in a competition.	Let's Start Now!	Do We Have To?
You are required to work on a complex project.	Details Yes!	Ideas Yes!
You have to find your way to a place you have never been before.	No Problem!	No Way!

### WHAT MAKES A GREAT LEADERSHIP TEAM?

- 1. Cohesive teams posses broader groupings of strengths.
- 2. There is a representation of strengths from each leadership domain.
- 3. Individuals need not be well rounded, successful teams should be.

# top

### SHARE YOUR SIGNATURE THEMES

In your table groups, each person take 1 minute to share:

- Each of your Signature Themes (name badge)
- Your favorite talent theme from your Signature Theme report
- 3. One word or phrase from that theme definition that best describes you

### THE FOUR DOMAINS OF LEADERSHIP STRENGTH

### Executing

 Know how to make things happen; ability to "catch" an idea and make it a reality

### Influencing

 Reach a broader audience; sell the team's ideas inside and outside the organization

### Relationship Building

 Glue that holds the team together; create groups and organizations that are much greater than the sum of their parts

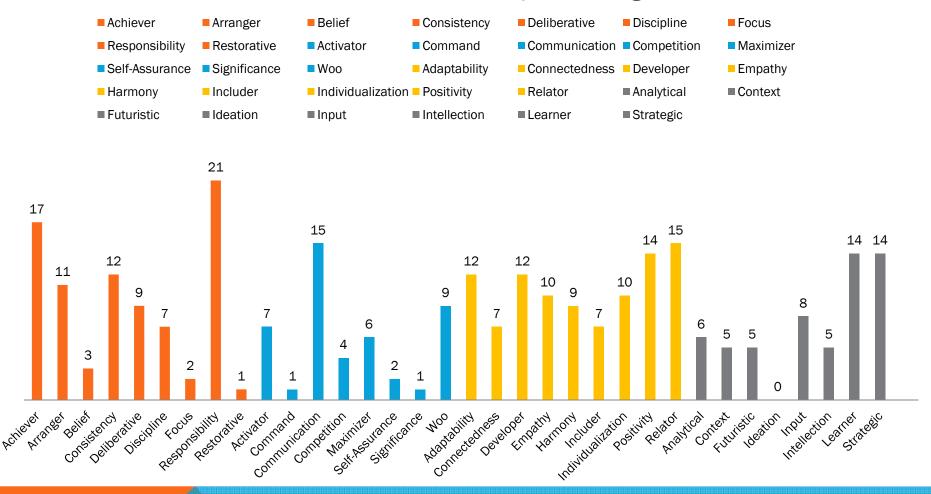
### Strategic Thinking

 Focused on what could be; absorb and analyze information to make better decisions

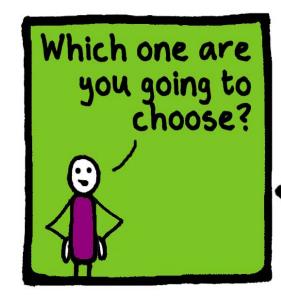
### NOW, DISCOVER YOUR STRENGTHS: INCREASING PRODUCTIVITY THROUGH LEVERAGING TALENT

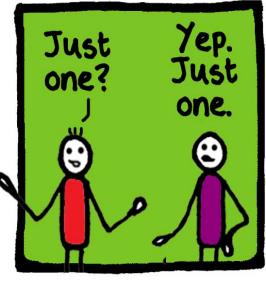
Executing	Influencing	Relationship - Building	Strategic Thinking
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Developer	Context
Belief	Communication	Connectedness	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Focus	Self Assurance	Includer	Intellection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

### Affiliate Education Directors Compiled Strengths 2015



### **SELECT A STRENGTH**





OK then, I'll have that one, and that one, and that one, and...

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### **5 EXPERIENTIAL CLUES TO TALENT**

### Yearning

To what kinds of activities are you naturally drawn?

### 2. Rapid Learning

What kinds of activities do you seem to pick up quickly?

### 3. Flow

• In what activities did you seem to automatically know the steps to be taken?

### 4. Glimpses of Excellence

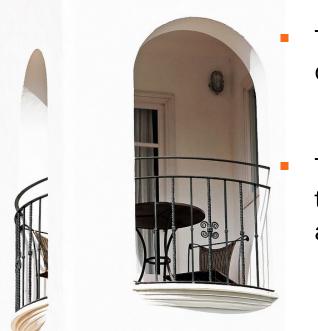
• During what activities have you had moments of subconscious excellence when you thought, "How did I do that?"

### 5. Satisfaction

What activities give you a kick, either while doing them or immediately after finishing them, and you think, "When can I do that again?"

### **ACTIVITY: BALCONIES AND BASEMENTS**

Choose one of your Signature Themes and write down or underline the words that you have heard used to describe that theme.



The Balcony descriptors are those that sound like compliments.

The basement descriptors are the barrier labels – terms used when a talent is mistakenly devalued and dismissed or understood as a weakness.



### **ACTIVITY: BALCONIES AND BASEMENTS**

Theme	Basement Label	Balcony Label
Communication	Chatterbox	Bring new Ideas to life by telling vivid, energizing stories
Positivity	Unrealistic	Optimistic, Uplifting
Achiever	Workaholic	Exceptional producer, inspires others by setting high expectations
Command	Bossy	Is confident and a powerful advocate on behalf of others
Harmony	Pushover	Invites differing views of others

In most successful relationships the ratio of positive to negative statements is 5:1
- John Gottman, Gottman Institute

### **ACTIVITY: BALCONIES AND BASEMENTS**

### Pick a partner and share your thoughts:

- What could you do to ensure that others know the balcony impact of your talents versus the basement moments?
- Are there moments where the basement descriptions are accurate?
- If so, how could you manage that talent differently so that it is not viewed as a weakness?

In most successful relationships the ratio of positive to negative statements is 5:1

- John Gottman, Gottman Institute

### **GUIDING PRINCIPLES**

- Themes are neutral
- Themes are not labels
- Lead with positive intent
- Differences are advantages
- People need one another



### TO SUSTAIN A STRONG TEAM, LEADERS MUST:

- Continue to invest in each person's strengths
- Build better relationships among team members

### UNDERSTANDING WHY PEOPLE FOLLOW

If you want to lead, it is critical to know what the people around you need and expect from you.

You are only a leader if others follow.



# CONSIDER SOMEONE YOU VIEW AS A LEADER AND SOMEONE YOU WOULD "FOLLOW."

Why would you follow that person?



### FOLLOWER'S FOUR BASIC NEEDS

**TRUST** 

• (honesty, integrity, & respect)

**COMPASSION** 

• (caring, friendship, happiness, & love)

**STABILITY** 

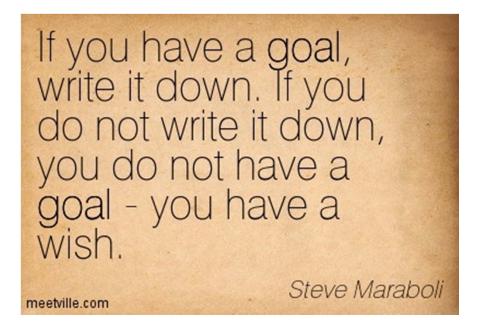
• (security, strength, support, & peace)

HOPE

• (direction, faith, & guidance)

# NOW, DISCOVER YOUR STRENGTHS: INCREASING PRODUCTIVITY THROUGH LEVERAGING TALENT

- How might you begin using a strengths-based leadership approach?
- In what ways are you already using the concept? How successful is it?



### WHAT NOW? REFLECT. SHARE. PRACTICE. BUILD.

### 1. REFLECT

 Continue to think about how you are using, or can use, your strengths professionally and personally.

### 2. SHARE

Send the description of your Top Five to a mentor, family member, or close friend. Have a discussion with them about if the report describes you and if/how they notice these talents in your actions and choices.

### 3. PRACTICE & BUILD

 Build on your talents to increase your strengths. Try to choose opportunities that will build your knowledge and experiences in each area.
 Try to find professional development that match your strengths. STRENGTHS FINDER
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## THANK YOU!

