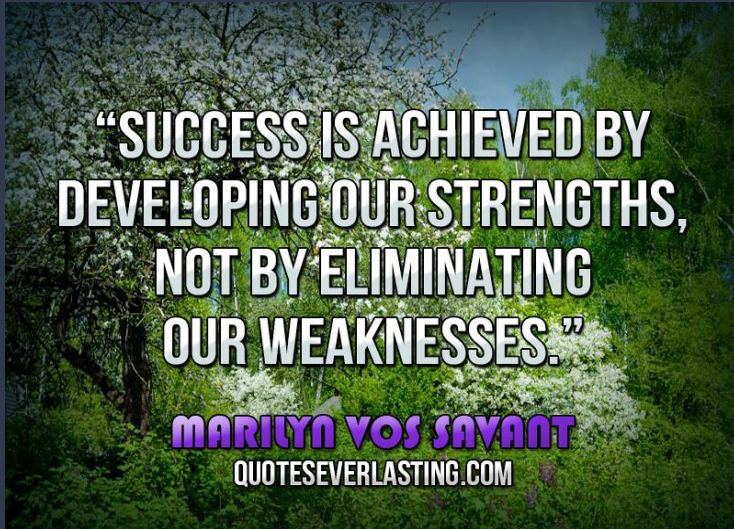


Understanding Strengths

Susan Luchey: *Strategic, Maximizer, Ideation, Arranger, Relator*





Learning Objectives:

Uncover ways to enhance personal productivity by understanding your strengths

Discover how to enhance your leadership and gain the most out of your team

Understand what followers need from leadership

Gallup's research on 250,000 "high achievers"



Spend most of their time in areas of strengths

Have learned to delegate or partner with someone to tackle areas that are not strengths

Apply strengths to overcome challenges

Invent ways of capitalizing on strengths in new situations

What Strengths IS

A tool for development

An instrument to discover how you are wired

**A way to understand the lens through which you
MAY see the world**

**A common language to integrate into a team or
organization**

**A way to discover what energizes vs. what
exhausts you**

**A way to help maximize personal and team
productivity**

What Strengths is NOT

A one size fits all approach

**A way to identify or label “right” vs. “wrong” or
“good” vs. “bad” talents**

A way to label any person

A tool for hiring or promotion

**An excuse to NOT do something “because it is not
my strength”**

**A complete explanation of who you are and what
you do.**

34 Themes of Talent in Strengths Finder

Top 5 Talent Themes (a theme is a similar group of talents)

278,256 possible unique combinations

33,390,720 different permutations with unique order



What is a strengths perspective?

Two basic premises:

Individuals already have within themselves what they need to succeed.

“Individuals gain more when they build on their talents, than when they make comparable efforts to improve their weaknesses.”

(Clifton & Harter, 2003, p.112)

Writing Challenge



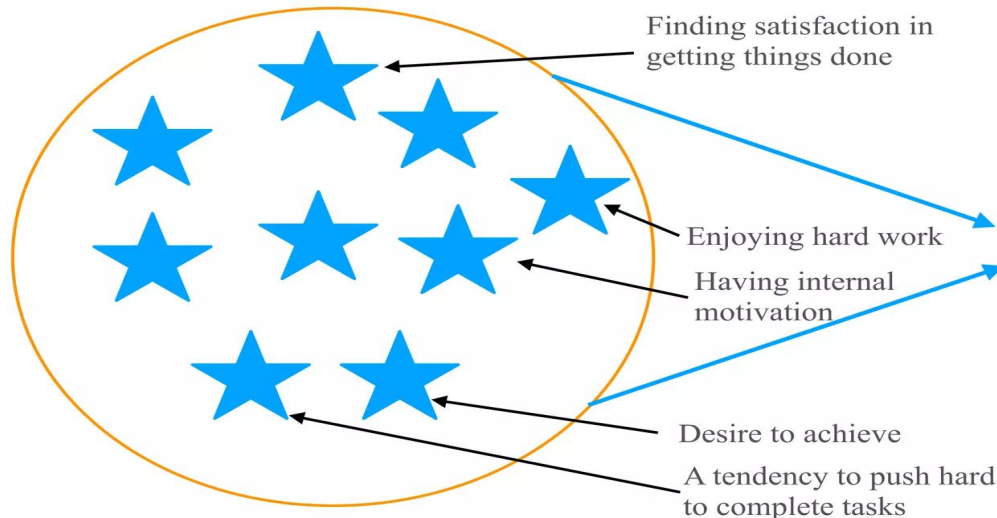
What is a Talent?

Naturally recurring pattern of thought, feeling or behavior that can be productively applied

What is a Strength?

Ability to provide consistent, near perfect performance in a given activity, using your talents.

A **TALENT THEME** is group of similar talents



TALENT

“Natural recurring patterns of thoughts feelings and behavior that can be productively applied.”

Achiever

Competence & Strengths

Talent X Investment = Strength and Competence

Talent (predisposition)

Investment (requires time and effort)

Strength and Competence (developed)

Investment is a **MULTIPLIER** of talent! It includes time spent practicing, intentionally developing skills and building knowledge.

Strengths Perspective is Counter Cultural

Our paradigm is deficit-based:

Parents and teachers focus on students' lowest grades rather than highest

Supervisors spend too much time working with the weakest performers and zeroing in on mistakes

Weakness fixing may prevent failure BUT

Strengths building does promote success

BUT.....

What do we do about our weaknesses, shadows, basements, saboteurs?

www.positiveintelligence.com

Saboteurs test.

What % of the US working population says that their jobs allow them to primarily work in tasks/projects that tap their strengths?

In 2005, 17%

In 2006, 14%

How might you and your team answer the question about being in a position to use strengths and partner or delegate to others in areas of weakness?

Strength Building



Take what's right and build that area

**Develop your way of approaching work
by utilizing your strengths**

Manage weaknesses by:

Being aware of what they are

Partnering with others

Delegating with others

Letting go of ego

Four Domains of Leadership Strength

Strategic Thinking
Influencing
Relationship Building
Executing

CliftonStrengths Database - % In Top 5

THINKING
26%

INFLUENCING
15%

RELATIONSHIP
31%

EXECUTING
28%

EXECUTING DOMAIN

Knowing how to make things happen

Knowing how to turn a vision into action

Achiever

Consistency

Focus

Arranger

Deliberative

Responsibility

Belief

Discipline

Restorative



INFLUENCING

Help team reach a
much broader
audience

Develops
relationships

Activator

Competition

Significance

Command

Maximizer

Woo

Communication

Self-Assurance



RELATIONSHIP BUILDING

The glue that holds
the team together

Adaptability

Empathy

Individualization

Developer

Harmony

Positivity

Connectedness

Includer

Relator



STRATEGIC THINKING

Keep us focused on
what could be

Analytical

Ideation

Learner

Context

Input

Strategic

Futuristic

Intellection



Which produces the most possibilities?



We need a variety of strengths to succeed as a team



Becoming a Strengths-Based Leader

Realize leadership is not defined by formal titles.

Lead with your strengths as you work in groups to help them achieve goals.

Be aware of your specific strengths as they apply to your leadership.

Assume roles and take on tasks that use your strengths or talents that you want to develop into strengths.

Pay close attention to those you work with and try to identify their strengths to ensure they are able to use them.

Ask your team what they love about the work they do.

Build intentional partnerships with balance in mind.

Encourage others by helping them see how they are using their strengths

Help others establish stretch goals that use their strengths.

Help people come together and form a team based on a balance of talents and strengths.

Hold yourself accountable to having the capacity to pull people together to get a job done

Hold yourself accountable to developing your followers, your team.

Homework

Ask three people who know you well to respond to the following questions about you: BY MAY 1)

1. What is one thing (your name) does very well, OR one of their most valuable attributes is...
2. An example of one situation that brings out the best in (your name) is....
3. One way that (your name) makes an important contribution is...

Look for where you see your strengths in the answers.

