

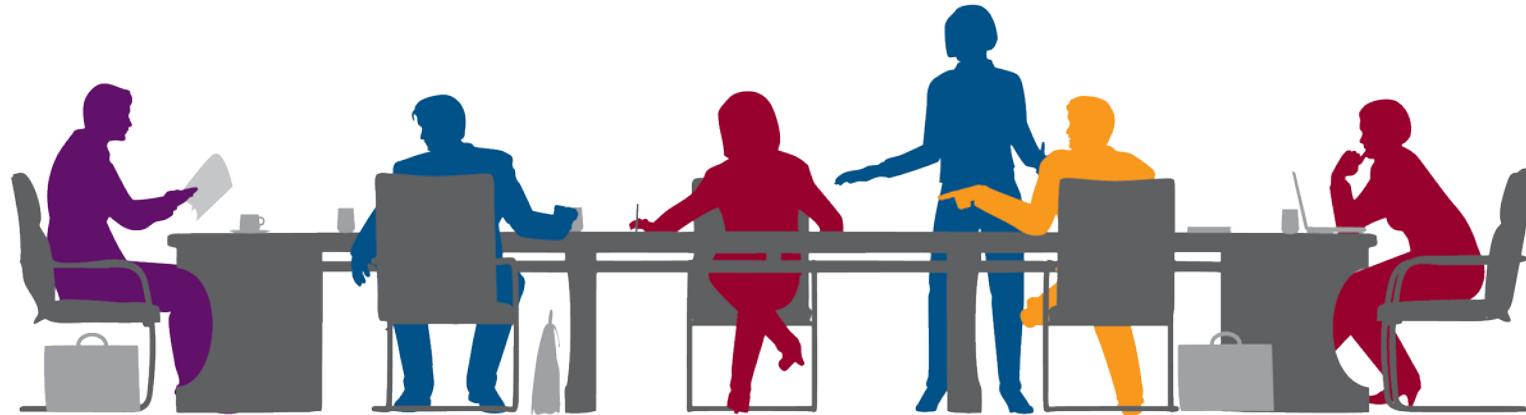
Strengths Based Leadership



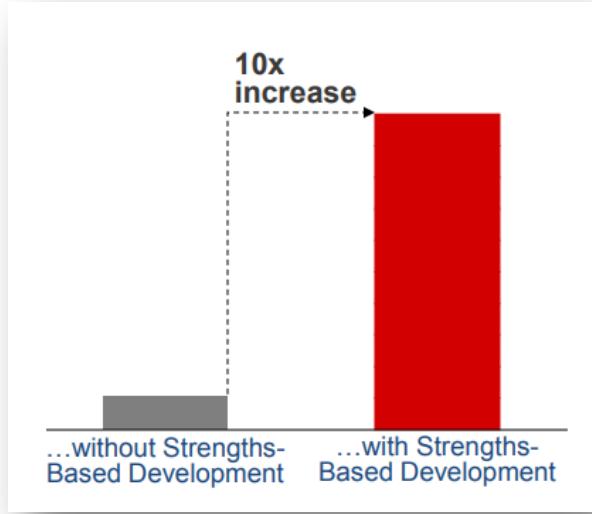
Audrey Valdez

Input, Competition, Responsibility, Command, Context

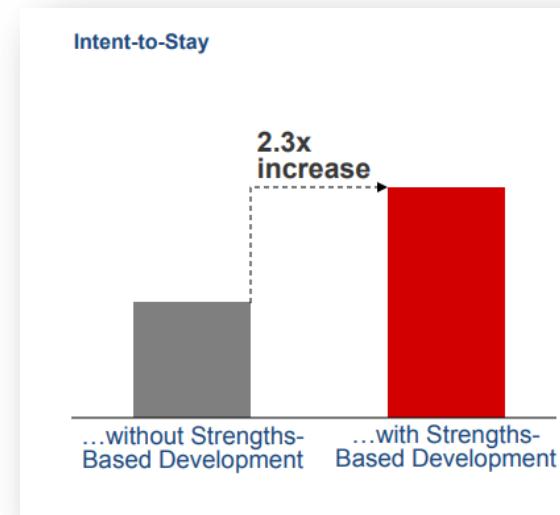
*The key to **success** is to fully
understand how to apply your greatest
talents and **strengths** in your everyday
life.*



Why Strengths?



Strengths-based development increases in engagement...



And retention of team members.

PEOPLE WORKING IN THE STRENGTHS ZONE ...

- Look forward to going to work
- Have more positive than negative interactions with coworkers
- Treat customers better
- Tell their friends they work for a great company
- Achieve more on a daily basis
- Have more positive, creative, and innovative moments

Everyone Has talent

Talent is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

Examples of talent include:

- Effortlessly and instinctively starting conversations
- Thinking in an orderly or timely manner
- Being able to easily influence others
- Seeing patterns in data
- Consistently having a positive outlook on life

Clues To Talent

Y
E
A
R
N



What kinds of activities are you naturally drawn to?

R
A
P
L
I
E
D
A
R
N



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

F
L
O
W



In what activities did the “steps” just come to you automatically?

G
L
I
M
P
S
E
O
F

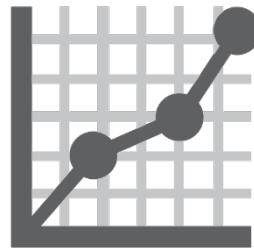


During what activities have you had moments of subconscious excellence, “How did I do that?”

*PEOPLE WHO FOCUS ON USING THEIR STRENGTHS **MAXIMIZE THEIR POTENTIAL***

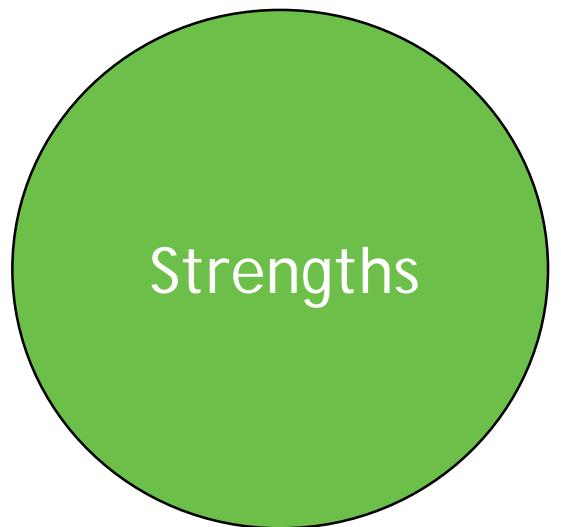


People who learn to use their strengths every day have **7.8% greater productivity.**



Teams who receive strengths feedback have **8.9% greater profitability.**

Strengths Defined



Talent

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

Knowledge

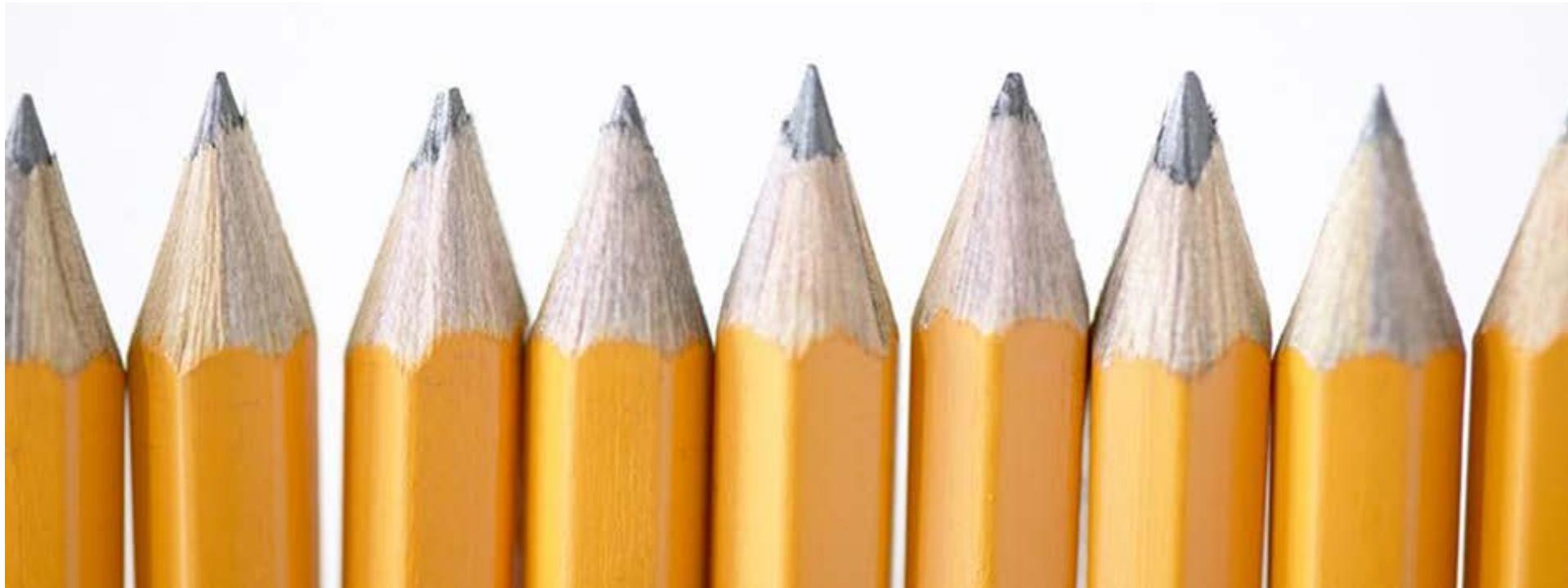
Facts and lessons learned

Skills

The steps of an activity or the ability conduct an activity

Print the Following Phrase 3 Times:

“I use my strengths every day.”





Donald O. Clifton, Ph.D.
psychologist and business
executive
(1924-2003)

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

Start With

TALENT;



Finish With

STRENGTH

There is nothing wrong with being aware of our weaknesses and managing them, but our greatest opportunity for success lies in building on our natural talents.

Let's start now to identify and maximize each person's talents and strengths.

The Uniqueness of Each Individual

- Chance of identical twins: 1 in 250
- Chance of having triplets:
approx. 1 in 8,100
- Chance of having quads (four babies): 1 in 729,000
- Chance of having quints (five babies): 1 in 55,000,000

- The chances of meeting someone with your **Top 5 in the same order**.
 - **1 in 33.4 million**
 - Permutation: $34!/(34-5)!$

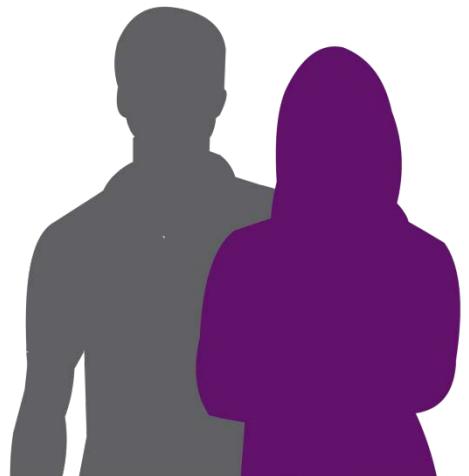


Be A Strengths Scout

CELEBRATE A COLLEAGUE'S STRENGTHS

II Most people think they know what they are good at.
They are usually wrong.
And yet, a person can perform only from strength."

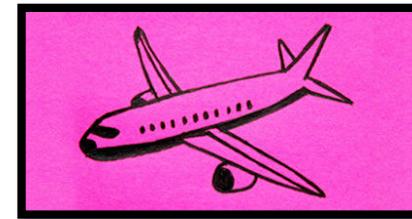
— Business guru Peter Drucker



The Power of Two

Great partnership can help the team achieve unprecedented success.

The Wright Brothers



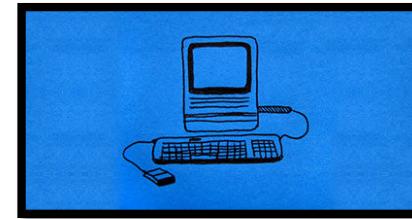
James Watson & Francis Crick

John Lennon and Paul
McCartney



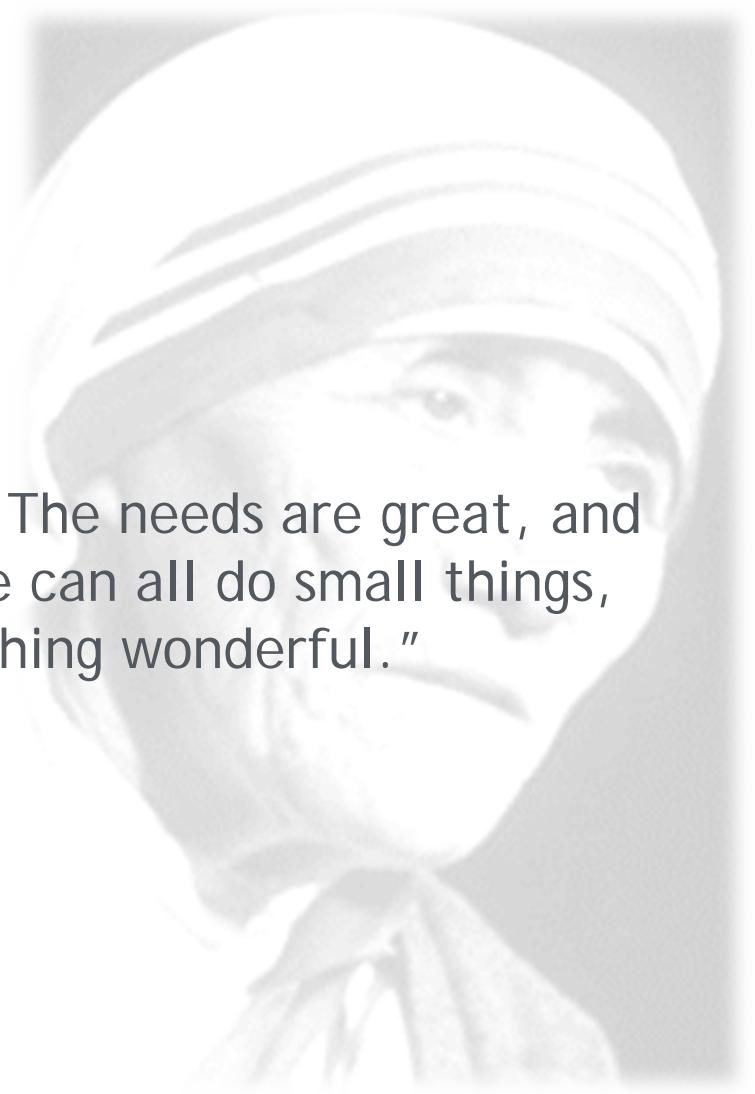
Larry Page and Sergey Brin

Ben Cohen and Jerry Greenfield



Mother Teresa Of Calcutta

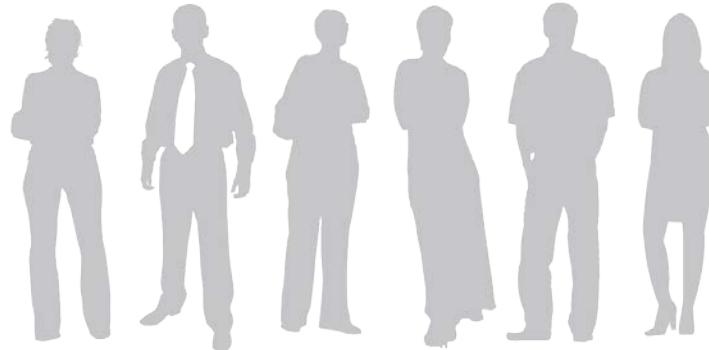
"What I do you cannot do; but what you do, I cannot do. The needs are great, and none of us, including me, ever do great things. But we can all do small things, with great love, and together we can do something wonderful."



The Power of Strengths



have **7.8%** greater productivity



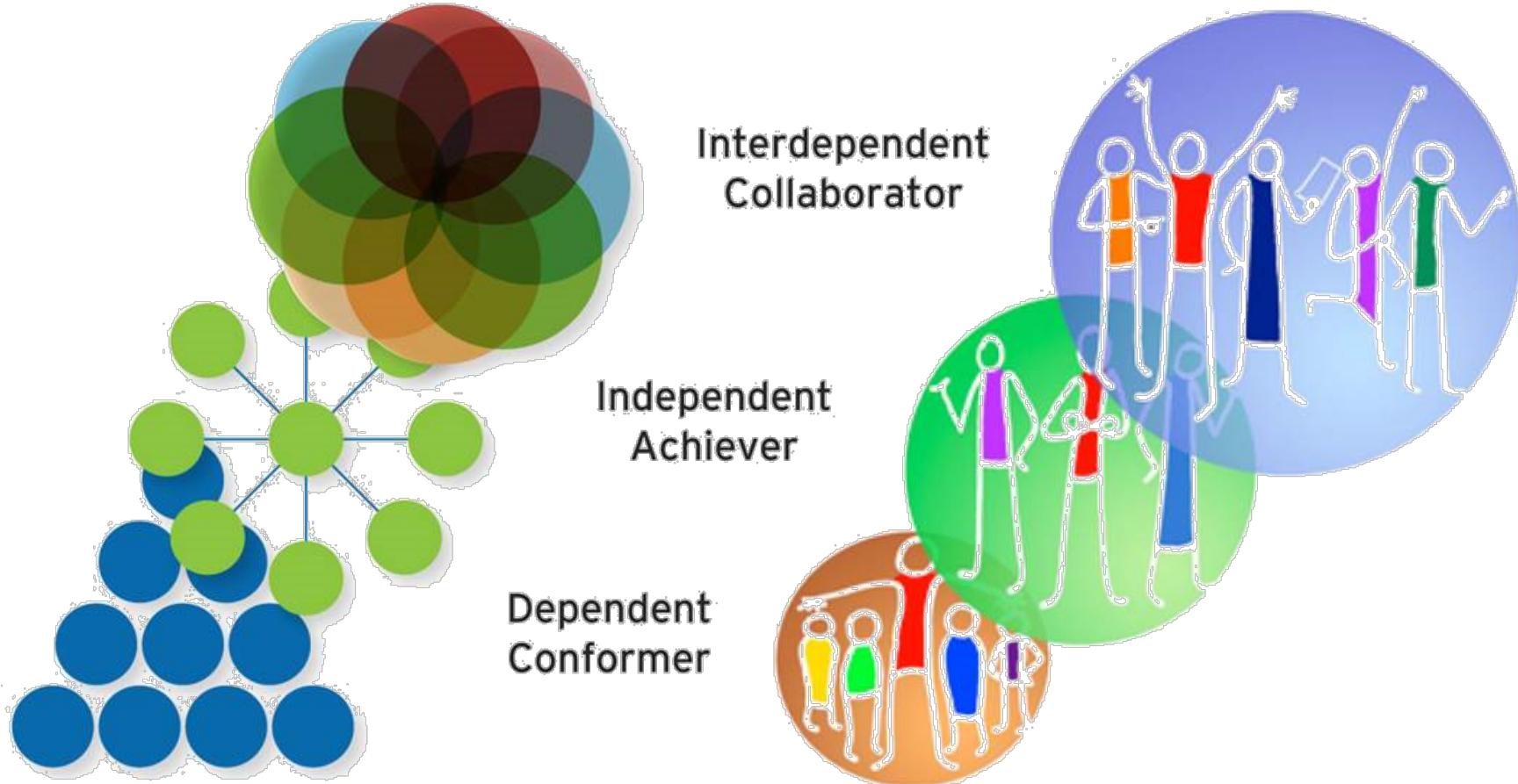
have **12.5 %** greater
productivity

Guiding Principles

That can change team members' perspectives:

- Themes are neutral
- Themes are NOT labels
- Lead with positive intent
- Differences are an advantage
- People need one another

A Look @ the Team



Four Domains of Team Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

What Makes A Team Great?

- They share a mission and purpose.
- Everyone on the team understands and appreciates that he or she is great at some things and not very good at others.
- Team members are aware of each other's talent filters.

THANK YOU

References

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