

## Recognizing and Utilizing Your Strengths

### Question

What work activities do you love performing?

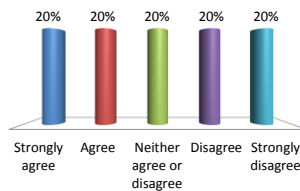
- Flow
- Feel expert
- Rapidly learn
- Can teach

Identify and share at table.

### Question

At work, I have the opportunity to do what I do best everyday.

- A. Strongly agree
- B. Agree
- C. Neither agree or disagree
- D. Disagree
- E. Strongly disagree



### Objectives

- Identify your strengths
- Help you speak *strengths*
- Tempt you to leverage yours/others strengths 10% more

### Agenda

- 1 Introduction
- 2 Why Strengths?
- 3 What is a Strength?
- 4 Your Strengths
- 5 Our Strengths
- 6 Using Strengths

## Why Strengths?

Q: Will you get further by “doubling-down” on your strengths or working on your weaknesses?



## Why Strengths?

People who *strongly agree* that they *have a chance to use their strengths everyday*:

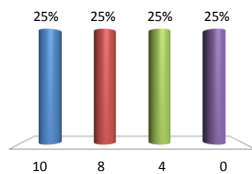
- 38% are more highly productive
- 44% have high customer satisfaction score
- 50% have higher employee retention

Reinventing Performance Management, Marcus Buckingham, Harvard Business Review, 2015

## Why Strengths?

In a poll of 1,000 people, of those who “*strongly disagreed*” or “*disagreed*,” what % were “*engaged*” at work?

- A. 10
- B. 8
- C. 4
- D. 0



Strengthsfinder 2.0, Tom Rath, Gallup Press, 2007

## Why Strengths

If you manager primarily                      chance of being disengaged

|                           |     |
|---------------------------|-----|
| Ignores you               | 40% |
| Focus on your weakness    | 22% |
| Focuses on your strengths | 1%  |

Strengthsfinder 2.0, Tom Rath, Gallup Press, 2007

## Talking About...

| Emphasis on ....                          | % perf. change |
|---|----------------|
| Performance strength                      | +36.4          |
| Personality strength                      | +21.3          |
| Specific outcomes of perf. review         | +9.1           |
| Specific suggestions for doing job better | +6.6           |
| Skill and behaviors needed in future      | +5.3           |
| Long term career prospects                | +4.2           |
| Personality weakness                      | -5.5           |
| Performance weakness                      | -26.8          |



19,000 interviews in 34 companies and 20 countries, Gallup Consulting

## Why Strengths

Do I get to use my strengths everyday? Correlates to:

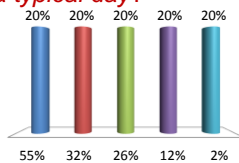
- performance
- profitability
- turnover
- absenteeism
- engagement
- customer satisfaction



## Question

On average, what % of time do EE's report that they use *their strengths* on a typical day?

- A. 55%
- B. 32%
- C. 26%
- D. 12%
- E. 2%



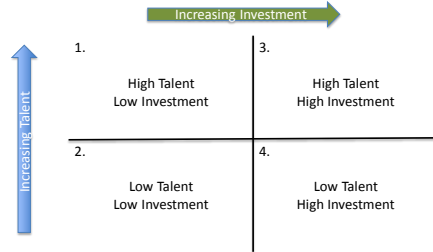
## What is a Strength?



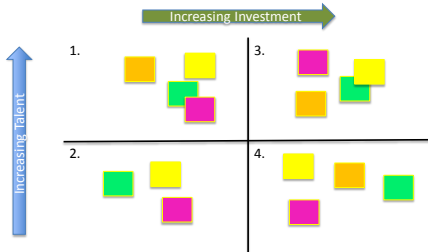
## What is a Strength?

- Talent** natural way of thinking, feeling, behaving
  - Investment** time spent acquiring knowledge and practicing skills
  - Strength** the ability to consistently provide nearly perfect performance
- Talent x Investment = Strength**

## Strengths Grid



## Post-Up



## Your Strengths



Review your report. Focus on **top 3 Strengths** (p. 4-6).

How would you describe the overlap?



## Your Strengths



Q: What questions or observations do you have?

## Your Strengths



Read the "Application" suggestions (pp. 10-12) for your **top 3** strengths.

Mark any suggestions you think would be both **valuable** and **energizing**

## Your Strengths



Quickly pair up with someone from a different organization that can be your 5 minute coach.

## Your Strengths



**A** = darker colored shirt/top

**A** will coach **B** for 5 minutes; then **B** will coach **A** for 5 minutes.

I will tell you when it is time to switch.

## Your Strengths

Six Coaching questions:

1. What developmental suggestion did you find most valuable?
2. What makes it valuable for you? What else?
3. What might get in the way of you doing it? What else?
4. How could you overcome the obstacle (from last question)? How else?
5. What would the first step be in implementing the recommendation? When would you do it?
6. 1-5, how confident are you will take that step? What would make it a 5?

When finished; stand up.

## Your Strengths



Reactions?

If that was helpful, how?

## 10% More Gifts

- Quality improvement projects
- Performance management
  - Donor cultivation
- Weekly team meetings



Adaptability;  
Connectedness;  
Harmony



Strategy;  
Learner;  
Analytical



Arranger;  
Command;  
Self-assurance

## Your Strengths



Q: To leverage your top strengths 10% more, what could you do?

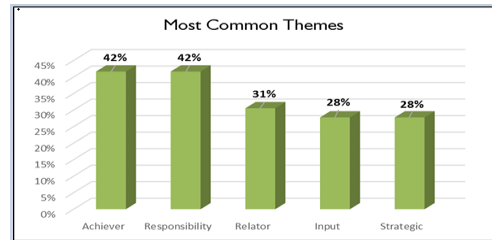
- More?
- Less?
- Differently?
- Who?
- When?
- How?

## Question

Which is the top strength of this group?

- A. Achiever
- B. Responsibility
- C. Relator
- D. Strategic
- E. Learner

## Our Strengths



## Strength Categories

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

## Using Strengths Finder

[www.strengthsfinder.com](http://www.strengthsfinder.com)

- \$15/pp
- Can aggregate



## How to Use?

Q: How might you use Strengths Finder at work?



## How to Use?

1. Simply notice. Pay more attention to your strengths (than your weaknesses)
2. Hold strength's based career development conversations
3. Discuss/ask about strengths during performance coaching
4. Us for getting to know you activities
5. Teams share to create understanding
6. Supervisors and direct reports share to improve interaction
7. Conflict resolution
8. Modify job responsibilities, project assignments, etc.
9. Everyone takes and reports back on when they feel most (or least) engaged at work
10. Use to assess gaps in organization or teams
11. Use "magic question" or Gallup 12 as simple engagement health check
12. Notice others strengths; encourage and praise the use

## Beyond Work?

Q: How can you leverage your strengths in other areas: home, hobbies, social groups, friends, church, etc.

Q: Who has strength that you could help them unleash?

## Action Plan

I learned that:

Within the next two weeks, I will: