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

**YEARN**
What kinds of activities are you naturally drawn to?

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

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

**Glimpse Of Excell**
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?”
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 quintts (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

“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
“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

- Interdependent Collaborator
- Independent Achiever
- Dependent Conformer
# Four Domains of Team Strength

<table>
<thead>
<tr>
<th>Domain</th>
<th>Executing</th>
<th>Influencing</th>
<th>Relationship Building</th>
<th>Strategic Thinking</th>
</tr>
</thead>
<tbody>
<tr>
<td>People with dominant</td>
<td>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</td>
<td>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.</td>
<td>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</td>
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<tr>
<td>Executing themes</td>
<td>know how to make things happen.</td>
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<tr>
<td>Achiever</td>
<td>Activator</td>
<td>Adaptability</td>
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<td>Arranger</td>
<td>Command</td>
<td>Connectedness</td>
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<td>Belief</td>
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<td>Consistency</td>
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<td>Empathy</td>
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<td>Deliberative</td>
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<td>Harmony</td>
<td>Input</td>
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<td>Discipline</td>
<td>Self-Assurance</td>
<td>Includer</td>
<td>Intellection</td>
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<td>Focus</td>
<td>Significance</td>
<td>Individualization</td>
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<td>Responsibility</td>
<td>Woo</td>
<td>Positivity</td>
<td>Strategic</td>
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<td>Restorative</td>
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<td>Relator</td>
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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

George Mason University, http://lead.gmu.edu/training-resources/activities-and-exercises/
