

Discover Your Strengths

EAG Conference - June 2010



cornerstone
COACHING & TRAINING

Strengths

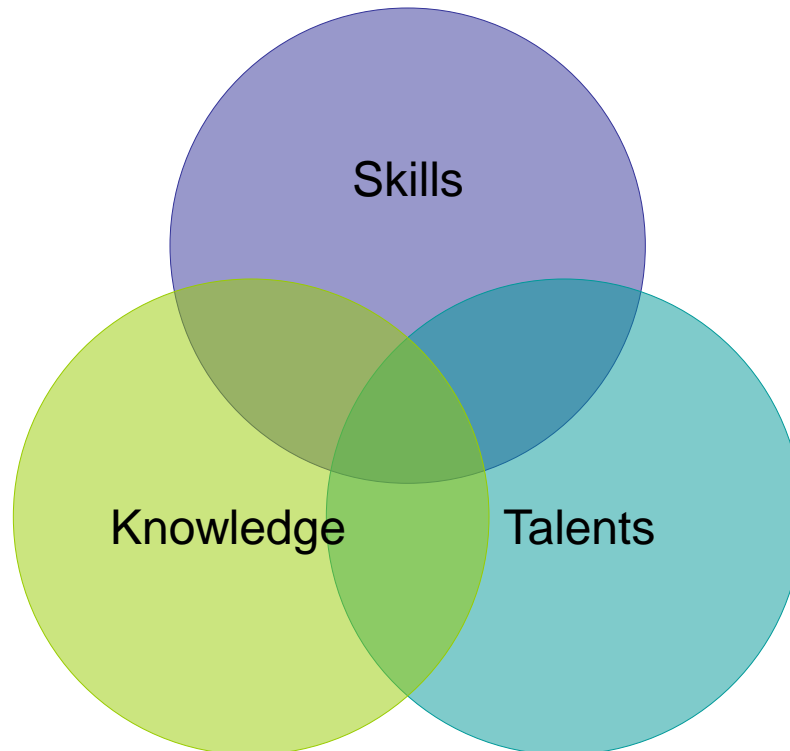
What would happen if we studied what was right with people instead of what was wrong?

- Donald O. Clifton, Ph.D.

What makes a strength?

Strength: The ability to consistently produce a positive outcome through near-perfect performance in a specific task.

A strength is composed of:



Resources

- **First, Break all the Rules**
 - **Now, Discover Your Strengths**
 - **Go Put Your Strengths to Work**
- ~ [Marcus Buckingham](#)

How to Build Your Strengths



<http://www.youtube.com/watch?v=wuZBJQAFOfM&NR=1>

<http://www.youtube.com/watch?v=WJ5t8g3MCyk&feature=related>

-Marcus Buckingham

Talents come naturally, strengths are earned


To build strengths, you must first discover your greatest talents:

- Dominant talents
- Supporting talents
- Lesser talents

What's Stopping You?

Are you one of the 2 out of 10 people that play to their strengths at work?

Myths

- “As you grow, you change.” 
- “You will grow the most in your areas of greatest weakness.”
- “A good team member does whatever it takes to help the team.”


What's Stopping You?

Are you one of the 2 out of 10 people that play to their strengths at work?

Myths

- “As you grow, you change.”

Truth: As you grow, you become more of who you already are.

- “You will grow the most in your areas of greatest weakness.” 
- “A good team member does whatever it takes to help the team.”

What's Stopping You?

Are you one of the 2 out of 10 people that play to their strengths at work?

Myths

- “As you grow, you change.”

Truth: As you grow, you become more of who you already are.

- “You will grow the most in your areas of greatest weakness.”

Truth: You will grow the most in your areas of greatest strength.

- “A good team member does whatever it takes to help the team.” 

What's Stopping You?

Are you one of the 2 out of 10 people that play to their strengths at work?

Myths

- “As you grow, you change.”

Truth: As you grow, you become more of who you already are.

- “You will grow the most in your areas of greatest weakness.”

Truth: You will grow the most in your areas of greatest strength.

- “A good team member does whatever it takes to help the team.”

Truth: A good team member deliberately volunteers his strengths to the team.

Gallup asked this question:

At work do you have the
opportunity to do what you do
best every day?

Strengths Activity

What was your best day at work?

What made it so great?

What were you doing?

What are the activities at work you look forward to doing, feel good while doing, and time just flies by?

These are your strengths!

Strengths Activity

What was your best day at work?

What made it so great?

What were you doing?

What are the activities at work you look forward to doing, feel good while doing, and time just flies by?

In small groups of two or three people, share your answers to these questions.

12 Questions

Measuring the Strength of a Workplace

1. Do I know what is expected of me?
2. Do I have the materials and equipment I need to do my work right?
3. At work, do I have the opportunity to do what I do best every day?
4. In the last seven days, have I received recognition or praise for doing good work?
5. Does my supervisor or someone at work seem to care about me as a person?
6. Is there someone at my agency who encourages my development?

12 Questions

Measuring the Strength of a Workplace

7. At work, do my opinions seem to count?
8. Does the mission/purpose of my agency make me feel my job is important?
9. Are my co-workers committed to doing quality work?
10. Do I have a best friend at work?
11. In the last six months, has someone at my agency talked to me about my progress?
12. This last year, have I had opportunities at work to learn and grow?

Strengths Interview

Use in your Performance Development Plan in the section
to be completed by employees:

1. What do you enjoy most about your work experience here? What brought you to state employment? What keeps you here?
2. What do you think your strengths are? (skills, knowledge, talent)
3. What about your weaknesses?
4. What are your goals for your current role?
5. How often do you like to meet with me to discuss your progress? Are you the kind of person who will tell me how you are feeling, or will I have to ask?

Strengths Interview

6. Do you have any personal goals or commitments you would like to tell me about?
7. What is the best praise you ever received? What made it so good?
8. Have you had any really productive partnerships or mentors? Why do you think these relationships worked so well for you?
9. What are your future growth goals? Your career goals? Are there any particular skills you want to learn? Are there some specific challenges you want to experience? How can I help?
10. Is there anything else you want to talk about that might help us work well together?

34 Strengths

- Achiever
- Activator
- Adaptability
- Analytical
- Arranger
- Belief
- Command
- Communication
- Competition
- Connectedness
- Context
- Deliberative

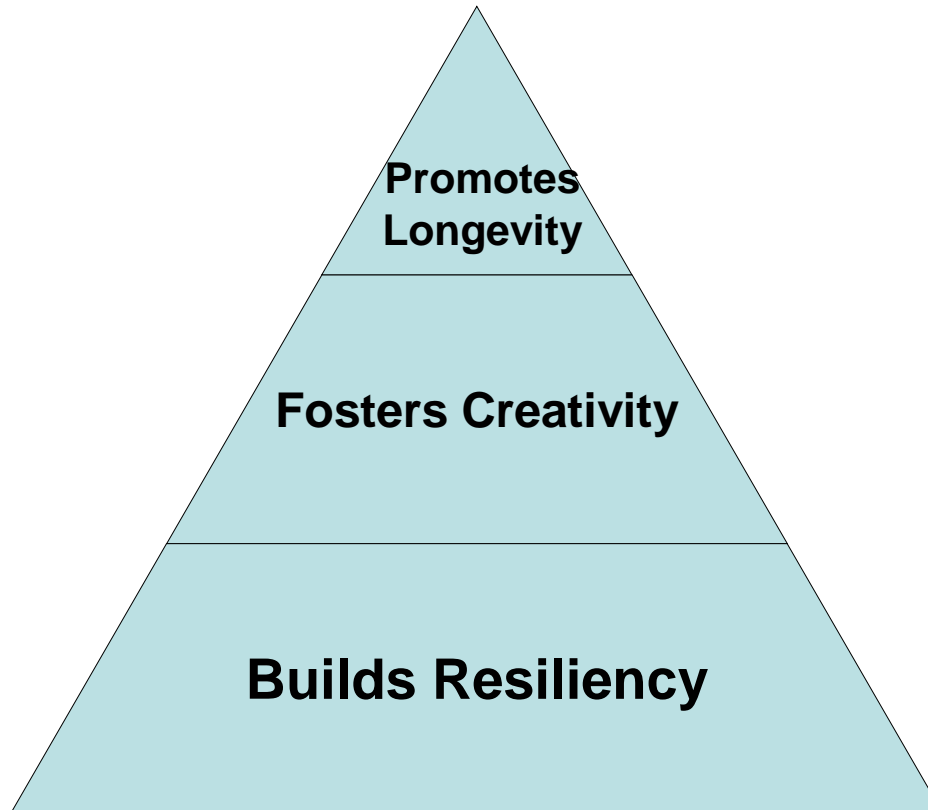
34 Strengths

- Developer
- Discipline
- Empathy
- Consistency
- Focus
- Futuristic
- Harmony
- Ideation
- Includer
- Individualization
- Input
- Intellection

34 Strengths

- Learner
- Maximizer
- Positivity
- Relator
- Responsibility
- Restorative
- Self-Assurance
- Significance
- Strategic
- Woo

What will playing to my strengths do for me?



Play to Your Strengths

- Individuals that play to their strengths are more engaged in their work and achieve greater results.
- You will contribute the most to the team when you offer up your strengths.
- Each person's greatest room for growth is in the areas of his/her greatest strength.

Excellence

Five Facts to Know About Excellence

- A. Our talents hold the key to excellence.
- B. Simply having talents or strengths isn't enough to produce excellence.
Talents must be developed into strengths, and strengths applied!
- C. Excellence requires that you have a clear idea about what excellence is.
- D. Focusing on one area of talent at a time is the best route to excellence.
- E. It is also important to realize that many talents – all working together and strategically applied – are necessary to produce excellence.

Weakness Statement Card

I feel weak (drained, bored) when....

I feel weak (drained, bored) when....

I feel weak (drained, bored) when....

How do you cut out your weaknesses?

1. Find out what you don't like doing and stop doing it (see if anyone notices or cares).
2. Team up with someone who is strengthened by the very activity that weakens you.
3. Offer up one of your strengths, and gradually steer your job toward this strength and away from the weakness.
4. Perceive your weakness from a different perspective.

Find a small stream in which your strengths can flow and then see if you can carve it into the Mississippi.

-Marcus Buckingham