Strengths Finder

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What is the Strengths-Based Approach?

- From the field of social work, this concept emerged as a set of ideas, assumptions, and techniques:
  - People have the ability to affect their surroundings—empowerment.
  - People have strengths—often unrecognized and underutilized.
  - Strengths foster motivation and are both internal and environmental.
What Research Shows

People who DO have the opportunity to focus on their strengths every day are six times as likely to be engaged in their jobs and more than three times as likely to report having an excellent quality of life in general.
Successful people understand their talents and strengths and build their lives upon them.

Successful organizations don’t just accommodate differences in employees, they capitalize on them.
What Are Your Talents?

- Handout
  - What are your natural, in-born talents?
  - Do you have an opportunity to express them in your current position. How are they expressed?
  - If your position does not accommodate your talents do you express them in another venue?
What is a Strength?

- A strength is the ability to consistently produce a positive outcome through near-perfect performance in a specific task.

- Strength is composed of:
  - Skills, basic abilities to perform fundamental steps of a task. Must be acquired through formal or informal training or practice.
  - Knowledge, what you know, does not exist naturally must be acquired through formal or informal education.
  - Talents, the ways you naturally think, feel and behave. Come into existence naturally

- Most successful people start with dominate talent and then add skills, knowledge and practice.

- The raw talent serves as a multiplier.

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\text{Talent \times Investment = Strength}
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What are Strengths?

- Talents
- Skills
- Knowledge
- Interests
- Dreams/Hopes/Goals
- Creativity
- Culture
- Passion
- Connections
When You Are Not Able to Use Your Strengths at Work

- Chances are:
  - You dread going to work
  - You have more negative than positive interactions with colleagues
  - You talk about the “miserable” college you work for
  - You achieve less on a daily basis
  - You have fewer positive and creative moments
How Can you Tell?

- Describe days when you came home energized and enthusiastic.

- Describe days when you came home exhausted and drained.
Blind Spots

- Blind spots can be helpful or hurtful
  - They may be a talent you have but keep hidden from yourself.
  - They might be a talent you have that serves to make your life more difficult in your job or with other people.

- What are they?
Categories of **Talents**

- **Connect** – used to create, develop and sustain relationships with others over time
- **Reflect** – involves the way people gather, process and make decisions with information and mental images
- **Energize** – the way one pushes oneself toward results
- **Mobilize** – used to motivate others to action
Strengths Handout

- What are your strengths ascertained from Strengths Finder 2.0?
- How do you use them in your current position?
- How might you use them in the future?
Benefits

- Be in the “right” seat, or help others to find theirs
- Foster a sense of purpose
- Release of enthusiasm
- Find natural synergies
- Anticipate friction
- Means to deal with conflict
Three Keys to being an effective Leader

1. Knowing your strengths and investing in others' strengths,
2. Getting people with the right strengths on your team,
3. Understanding and meeting the four basic needs of those who look to you for leadership.
Four Domains of leadership Strengths

- Executing
- Influencing
- Relationship Building
- Strategic Thinking
Executing Domain

- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsibility
- Restorative
Influencing Domain

- Activator
- Command
- Communication
- Competition
- Maximizer
- Self Assurance
- Significance
- Woo
Relationship Building Domain

- Adaptability
- Developer
- Connectivedness
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator
Strategic Thinking Domain

- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic
The End

Questions?