Lead With Your Strengths

Presented by: Debbie Lammers, MBA, Director of Learning and Development
**Achiever ®**

“I have great deal of stamina and work hard. I take great satisfaction from being busy and productive.”

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**Strategic ®**

“I create alternative ways to proceed. Faced with any given scenario, I can quickly spot the relevant patterns and issues.”

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**Learner ®**

“Cool, let me learn more and master that skill!”

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**Responsibility ®**

“I take psychological ownership of what I say I will do. I am committed to stable values such as honesty and loyalty.”

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**Relator ®**

“I enjoy close relationships with others. I find deep satisfaction in working hard with friends to achieve a goal.”

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Raise your hand if you almost always…

1. Talk to people in elevators, airplanes, grocery stores, and wherever you go
2. Have a color-coded or otherwise organize closet
3. Write down a list of things to do and stick to it (even on the weekends)
4. Answer a question with another question
5. Need to pick someone to race with while driving
6. Ask a lot of questions
7. Assemble an item without looking at the instructions
8. Push the elevator button to “remind” the elevator you are there
Today’s Objectives

By the end of today’s session, participants will be able to:

• Understand the Strengths-Based Theory Concept
• Describe the Strengths Development Principles
• Understand Your Strengths as a Leader
• Describe the Strengths Team Model
• Understand the Four Domains of Team Strengths
• Understand How To Apply Your Themes in a Leadership Role to Achieve Team Success
What is Strengths-Based Leadership Theory?

The central premise of strengths-based leadership is that leveraging a company’s assets and human strengths will optimize performance. Strengths-based leadership shifts leaders’ focus from obstacles to possibilities, so that instead of trying to improve deficits, they try to capitalize on available resources, such as people, systems and tools, to maximize organizational productivity. Three essential principals to this theory:

• Successful leaders invest in their employees' strengths
• Successful leaders gather the right people to form teams that consist of people that complement each other
• Successful leaders work to understand and respond to their employees’ needs
Strengths Development Principles

- Themes are neutral
- Themes are not labels
- Lead with positive intent
- Differences are an advantage
- People need one another
Talent  a natural way of thinking, feeling, or behaving

Investment  time spent practicing, developing skills, and building knowledge

=  Strength  the ability to provide consistent, near perfect and positive performance in a given activity
PEOPLE WHO FOCUS ON USING THEIR STRENGTHS …

are **three TIMES** as likely to report having an excellent quality of life

are **six TIMES** as likely to be engaged in their jobs
“A leader needs to know his strengths as a carpenter knows his tools, or as a physician knows the instruments at her disposal. What great leaders have in common is that each truly knows his or her strengths – and can call on the right strengths at the right time. This explains why there is no definitive list of characteristics that describes all leaders.”

~Donald O. Clifton, Ph.D.  
2003 Interview Quote
The “Well-Rounded” Myth
Your Leadership Strengths

Goal of this report:

- Learn about your most powerful strengths
- Understand what you do naturally as a leader
- Discover practical ways to apply them
- Use them to become a better leader
Breakout Room Exercise: Get to know your table team…

In your teams, discuss the following:

• Introduce yourself to your fellow team members

• Tell your team members what your Top 5 Strengths are from your report and answer the following?
  • What surprised you when reviewing your results?
  • Which of your Top 5 do you connect with the most and why?

• After each member has completed their introduction, discuss as a team if you saw any similarities in your team’s Top 5? If so, what? If not, what were the major differences?

• Pick a spokesperson to provide a debrief of your team’s discussion.
15-Minute Stretch Break
Strengths-Based Team Model

- Based Team Model
- Common Purpose

Connection

Celebration

Communication

Collaboration

Common Purpose
Four Domains of Team Strengths

While each theme has its own power and edge, it can be useful to think about how your talents and strengths help you and the team execute, influence others, build relationships, and absorb and think about information.

The domains answer the question, “How do I make sense of the world on a greater scale than just my individual themes?”
Breakout Room Exercise: Unique Contributions…

In your teams, discuss the following:

• What domain is most dominant for you?
• In which domain are you least dominant?
• Have you been “blind” to any of your less dominant domains?
• After each person has discussed their contributions, as a team what insights did you learn about your table team?
• Pick a spokesperson to provide a debrief of your team’s discussion.
### Cohort Team Grid

<table>
<thead>
<tr>
<th>Team Members</th>
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<tr>
<td><strong>Stephen</strong></td>
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<td><strong>Brian</strong></td>
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<td><strong>Williams</strong></td>
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Four Basic Needs of Followers

- Trust
  - Truth
  - Honesty
  - Integrity
  - Respect
  - Authenticity
  - Consistency Over Time

- Compassion
  - Caring
  - Friendship
  - Happiness
  - Love
  - Concern

- Stability
  - Security
  - Strength
  - Support
  - Peace
  - Consistency Across / Within
  - Financial Future Concern

- Hope
  - Direction
  - Faith
  - Guidance
  - Enthusiasm

“A leader is someone who can get things done through other people.” ~Warren Buffett
How To Apply As A Leader

Part 1: Individual Exercise (5 Minutes):

- Select one of your themes and review the “How to Apply as a Manager” section.
- Next, review the “Reflect to Plan for Action” section and write a brief description of how you can put them into action with your team?
- You will share this information in the next portion of this exercise.

Part 2: Breakout Room Exercise (15 Minutes)

At your table:

- Each pair discuss what you learned from this exercise and your action plan for your theme
- Pick 1 item from each pair to discuss during the debrief

Pick a spokesperson for the table to discuss what you learned about your team members’ action plans.
Accomplish Your Goals

Self-Reflection Exercise:

- Write your most meaningful goal in the center
- Identify what themes you can use to achieve this goal
- Answer the following questions:
  - How will you use your strengths to reach this goal?
  - How will you know you have been successful
- Your facilitator will ask for volunteers to share their insights.

See page 23 of your report for grid and questions.
Closing Discussion

What is one take away from today’s session?

What questions do you have for me?