Strengths Based Leadership
My Talent Story

1. Woo
2. Positivity
3. Communication
4. Activator
5. Adaptability
Stand up if you almost always...

1. Talk to people in elevators, airplanes, grocery stores, and wherever you go
2. Have a color-coded or otherwise organized 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 while driving
6. Pick up the energy in a room without talking to anyone
7. Assemble an item without looking at the instructions
8. Push the elevator button to 'remind' the elevator you are there
Learning Outcomes

By the end of this session, participants will be able to:

✓ Explain principles of strengths based leadership
✓ Describe your Top 5 Strengths
✓ Describe how your talents can be productive and ineffective
✓ Apply Strengths Spotting to understand the needs of your followers
✓ Use tools to lead yourself and others
Theory Background

- **Intended purpose**: online assessment of personal talent that identifies areas where an individual’s greatest potential for building strengths exists
- **Primary application**: an evaluation that initiates a strengths-based development process in work and academic settings
- Founded in positive psychology with over 30-years of theory & research associated with semi-structured personal interviews
CliftonStrengths Theory

• Assessment serves as a **starting point** in the discovery and development of talents to achieve success

• 1 in 300,000 = same top five in any order

• 1 in 33,000,000 = same top five in same order

• .74 = Average retest reliability (1-month, 3-months, 6-months with n=538, n=390, n=376 respectively)

• On average; 3 of your top 5 remain for life

• Most operate out of top 10-12 talents

*The Clifton StrengthsFinder® 2.0 Technical Report: Development and Validation*
Leadership Research

Most effective leaders…
1. Are always investing in strengths
2. Surround themselves with the right people and then maximize their teams
3. Understand their followers’ needs
Strengths Development Principles

1. Themes are neutral
2. Themes are not labels
3. Lead with positive intent
4. Differences are an advantage
5. 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 & positive performance in a given activity.
When people focus on using their strengths…
Treasure Hunt

1. Briefly review your Signature Theme report + find top 5 on Reference Guide

2. Select the talent you’re connecting with the most

3. Meet 10 of your colleagues and ask their name, campus, role, favorite talent and why
Strengths Insight Report

✓ Personalize your report
  ✓ Underline the words and phrases like you
  ✓ Cross out words and phrases not like you
  ✓ Select two statements from each talent that you think best describes you

✓ Share your insights with a partner
  ✓ How do these talents help you be successful as a leader?
  ✓ How do these talents get in your way of being a successful leader?
Balcony and Basement

✓ Find your top five
✓ Review the ‘perceptions’ for each talent
✓ Select the *one or two* talent(s) you go to the basement the most often
✓ Share your insights with a partner
✓ How can this information help you in your leadership of others?
## Four Domains of Leadership

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How the Four Domains of Leadership Show Up in the Workplace

1. How does your domain communicate a vision?
2. How do you get your work done?
3. What are the leadership challenges and blind spots for this domain?
4. What is important for the work environment to enable your domain to lead at its best?
Strengths Spotting – Clues to Talent

1. **Yearning:** the pull or attraction to one activity over another
   
   *Ask “If you had an entire week of your calendar open up and couldn’t work on previous commitments, what would you spend your time doing?”*

2. **Satisfaction:** individual, intrinsic motivation, the activities we genuinely enjoy
   
   *Ask: “What are you doing at work when you’re truly enjoying yourself?”*
3. **Rapid Learning**: the way we are naturally wired to learn, pathways that are ingrained in our DNA
   
   *Ask: What have you done well that you didn’t need explained?*

4. **Glimpses of Excellence**: success is a compilation of moments and others can recognize these moments in everyday life
   
   *Ask: What have other people told you you’re great at?*

5. **Total Performance Excellence**: or also know as ‘flow’, optimal state of intrinsic motivation
   
   *Ask: “What are you doing when time seems to disappear?”*
Practice Strengths Spotting

1. Pair up with someone you do not know.
2. DO NOT share your talents with one another.
3. Interview your partner, understand who they are, ask the clues to talent questions.
4. Can you guess which talents they have in their top five?
5. Can you guess which Leadership Domain(s) they fall in?
6. Switch.
Next Steps

1. Share your talents with your team, explain the impact and opportunity
2. Practice Strengths Spotting or purchase assessment
3. Facilitate a Strengths based team development session
4. Complete the “Strengths Profile” to identify powerful partnerships
5. Be mindful and communicate around your lesser talents or your basements

BoulderStrengths
Want to Learn More?

Books:
• Wellbeing: The Five Essential Elements
• Strengths Based Parenting
• Teach With Your Strengths
• How Full Is Your Bucket?

Resources:
• www.colorado.edu/cliftonstrengths/
• Gallup-Purdue Index
• www.gallup.com
All Gallup Webcasts
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Description
Gallup Webcasts are for those who want to help others understand their Clifton StrengthsFinder Results. Gallup experts and independent managers and coaches share tactics and strategies to help others maximize the talents. Find more at http://gallup.com

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