

# **Understanding your work and relationships through strengths**

Rod Reed, PhD



## Understanding Strengths

Turn to the person next to you and take 60 seconds to talk about the strength that made you say, “that’s so me” when you read the description.

*Rod Reed*

Competition

Arranger

Responsibility

Strategic

Ideation

# + Objectives for this session



1. Briefly review Strengths theory
2. Understand your own Strengths (and maybe your spouse's)
3. Understand the value of Strengths in the workplace, especially as it relates to building office culture and teamwork.
4. Give some examples for using strengths in Christian education.





# Why Strengths?



## An engaged workplace:

- Only 16% of the U. S. workforce is actively engaged at work and believe they are doing what they do best.
- Morale, teamwork, productivity, energy, and commitment all **improve** when we are engaged in our work.
- A Strengths approach to work results in employees being **SIX TIMES** more likely to be 'engaged' in their jobs. *The Gallup Organization*





# Why Strengths?



## **Good theology:**

- God designed us differently and called it “very good”
- Not everyone is an “eye”
- A strengths approach to life is good stewardship of God’s good gifts to us.

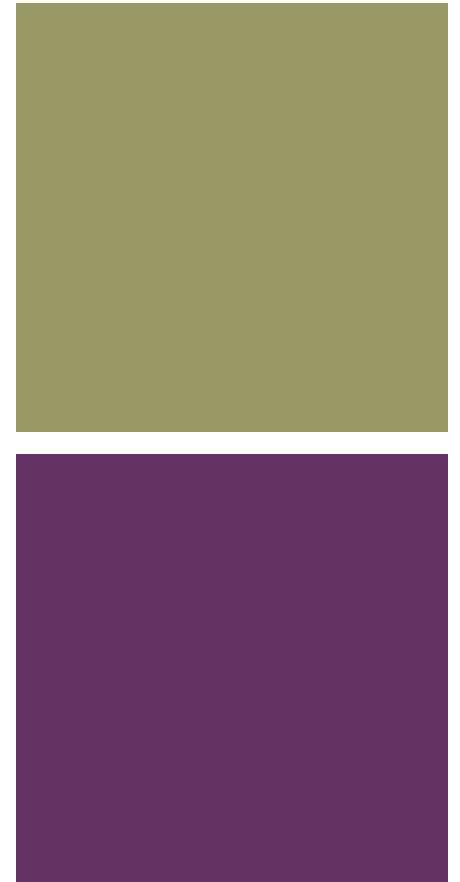


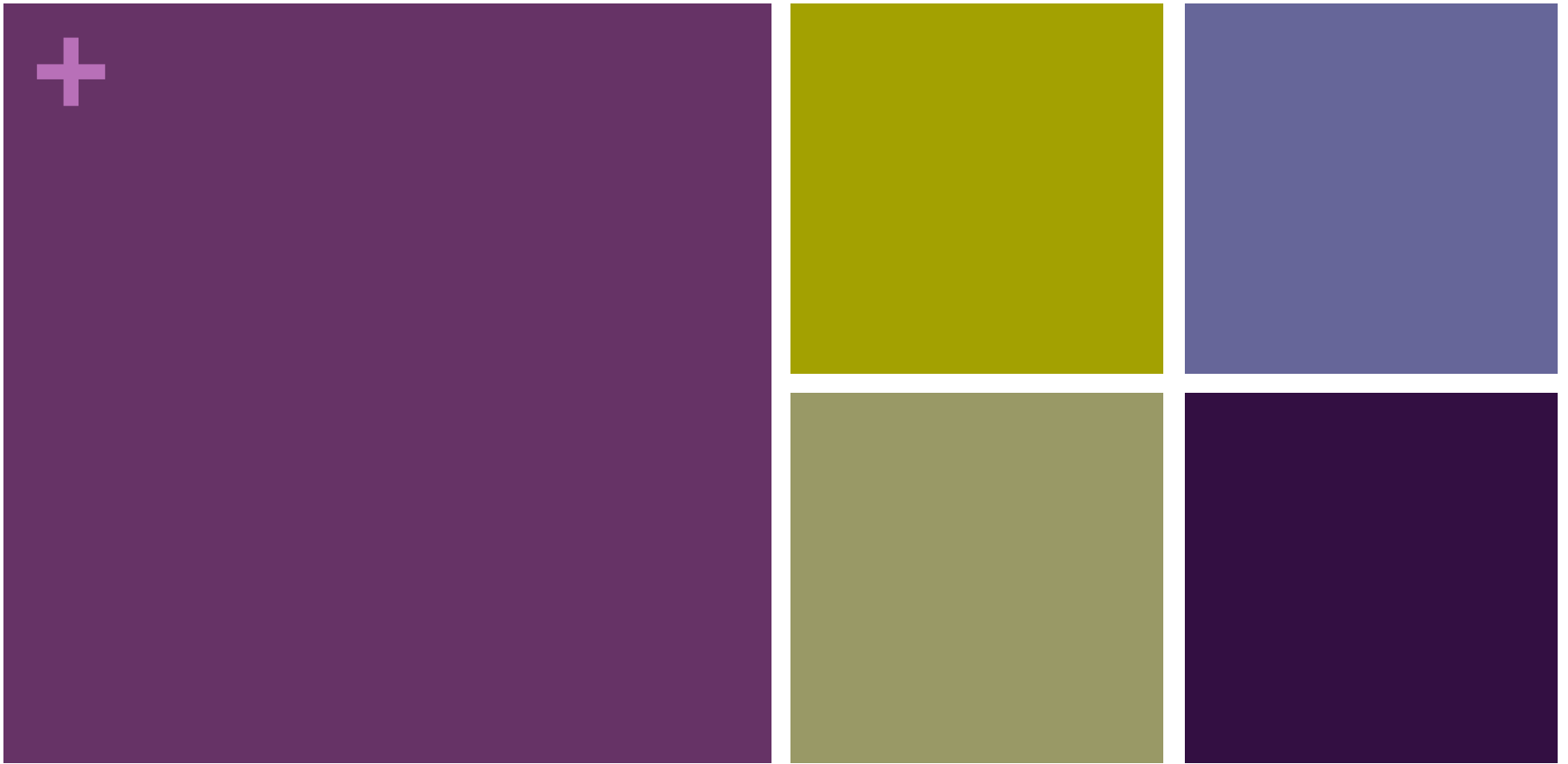
# Strengths: Being the BEST You

Everyone has the opportunity to excel, but we excel differently.

HBR research: the key to workplace excellence is self-awareness.

■ A strengths approach helps employees be the **BEST** version of themselves in their work.





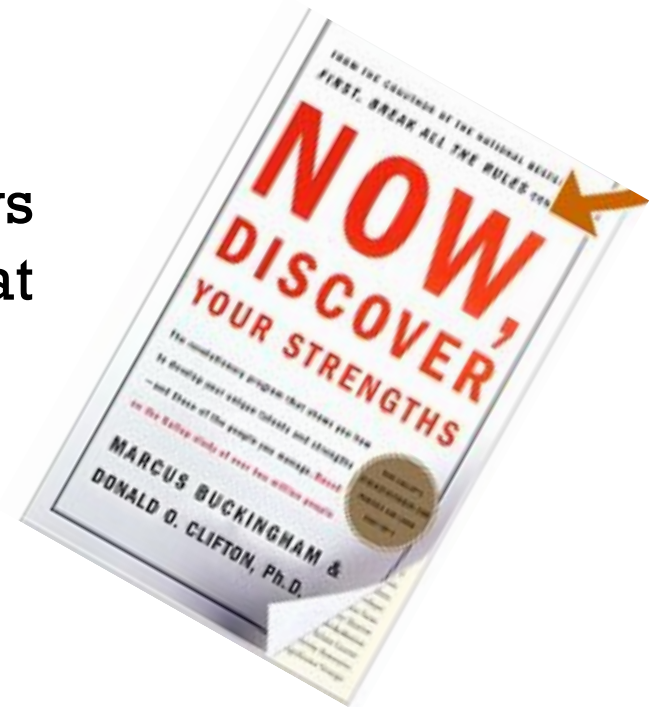
Part II

***Context: Strengths***  
**Theory & Philosophy**

# + A Strengths Revolution

“What would happen if we studied what was **right** with people?”

- Positive psychology movement
- More than two million interviews with the “best of the best” – what makes people excel?





# + RESULTS...

The Highest Achievers do 4 things:

1. Spend **most of their time** in their areas of **Strength**
2. **Learn to delegate** (partner) to tackle areas that are **not Strengths**
3. **Apply their Strengths** to overcome **obstacles**
4. Invent ways of **capitalizing** on their Strengths in new situations





# StrengthsQuest Development



## 1. Two Keys (and Two Myths)

**Key:** Strengths are enduring and unique.

**Myth:** You can learn to excel in almost anything.

**Key:** Potential for growth is in your area of Strengths.

**Myth:** Potential for growth is your weaknesses.

## 2. Brain Development





# Capitalizing on Strengths



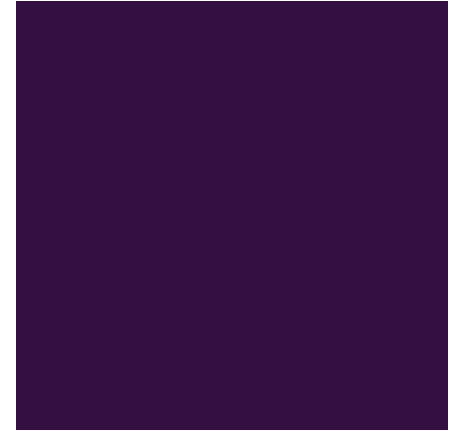
## Results

- higher levels of motivation
- greater engagement
- personal satisfaction
- productivity and higher levels of performance
- energy
- (excellence, welcoming, invigorating)

Not everyone does what you do naturally. . .



+ Spending most of your time  
in an area of weakness—while it will  
improve your skills, perhaps to a level of  
“competence”— will NOT produce  
*excellence.*



Part IV

**Understanding Yourself  
and Others through  
Strengths**



- hard worker
- lists
- productive

# achiever

- action
- make things happen
- get it done

# activator





# adaptability

- go with the flow
- flexible
- one day at a time

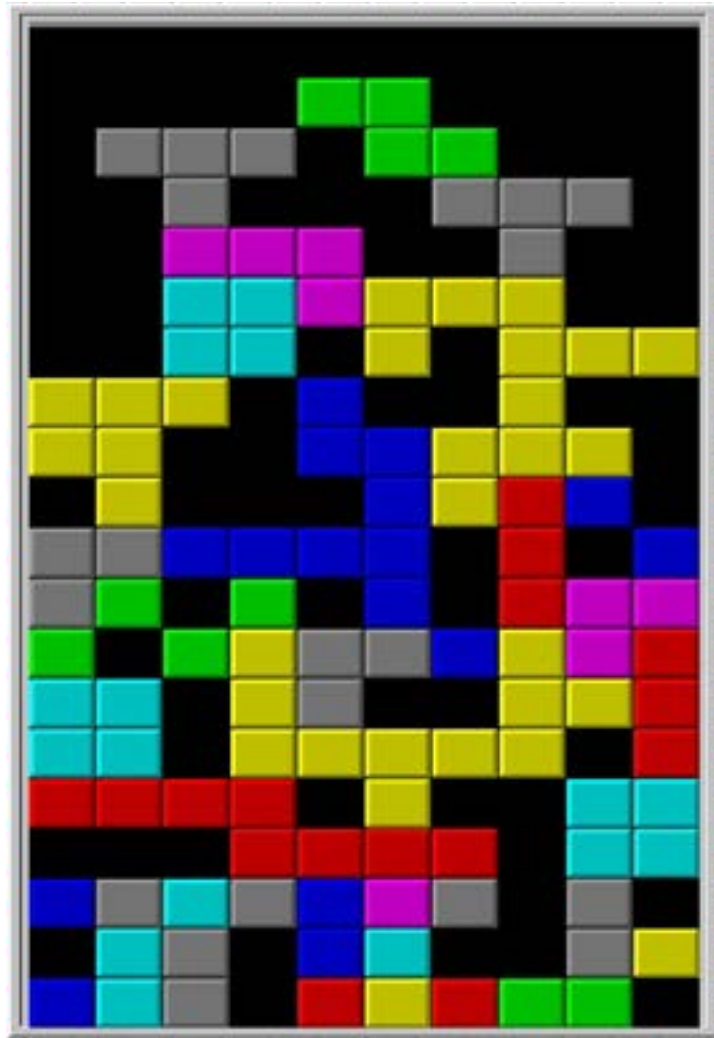






- reasons and causes
- questions
- why?
- factors

# analytical



- organize
- patterns
- connections
- coordinating

# arranger



- core values
- purpose
- mission
- meaningful
- convictions

# belief



- ❑ take charge
- ❑ take control
- ❑ make decisions in crisis

# COMMAND



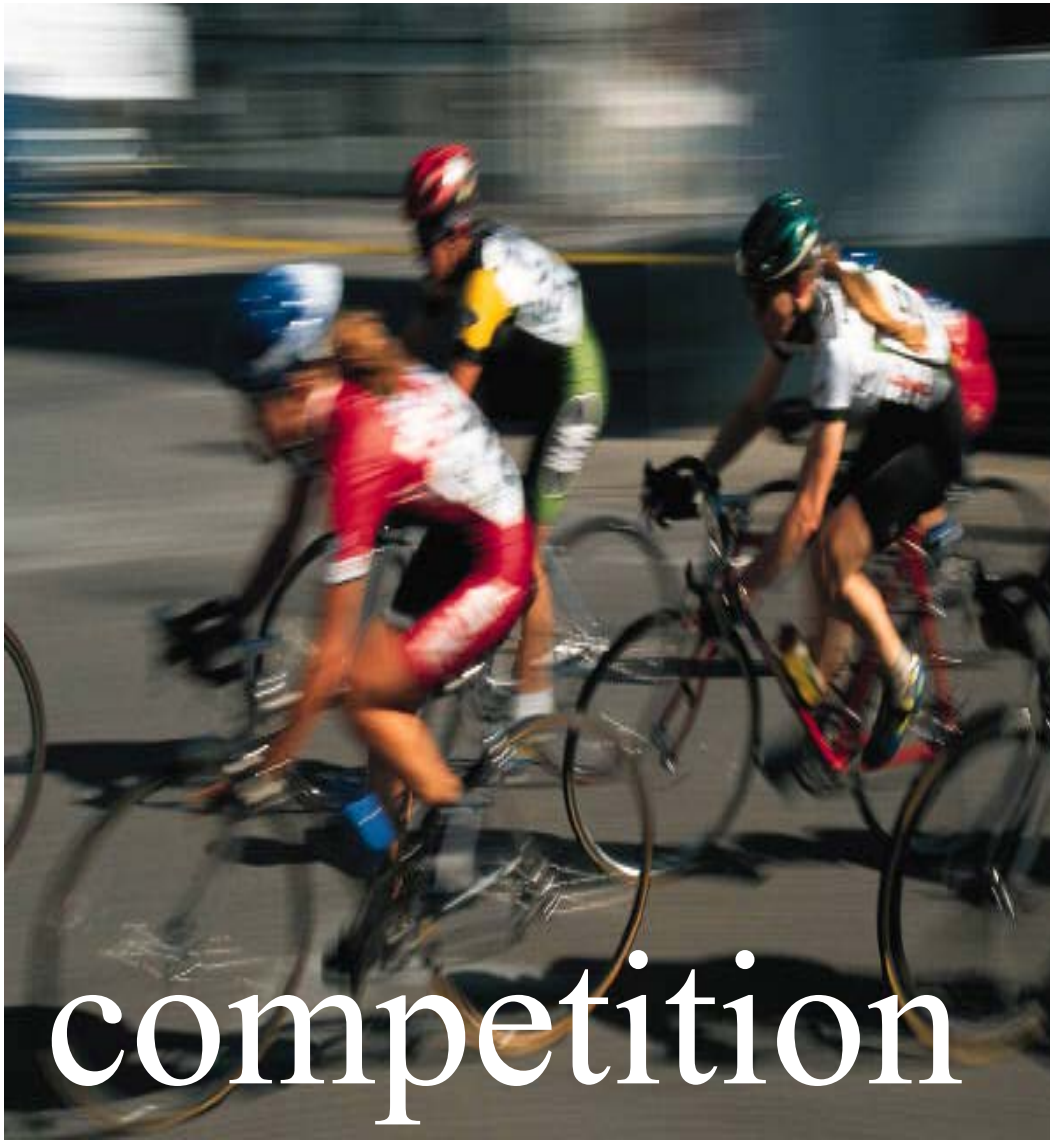


# Communication

- thoughts into words
- conversationalist
- presenters
- help others understand







- progress
- performance
- win first
- contests
- comparison



- links between all things
- few coincidences
- network
- “matchmakers”

# connectedness



- treat people the same
- clear rules
- fairness
- equal

# consistency



- the past
- researching past before future
- history

contex



- ❑ data
- ❑ anticipate obstacles
- ❑ careful with decisions and choices



# deliberative





# developer

- see potential in others
- small improvements
- growth





- routine
- structure
- order

# discipline

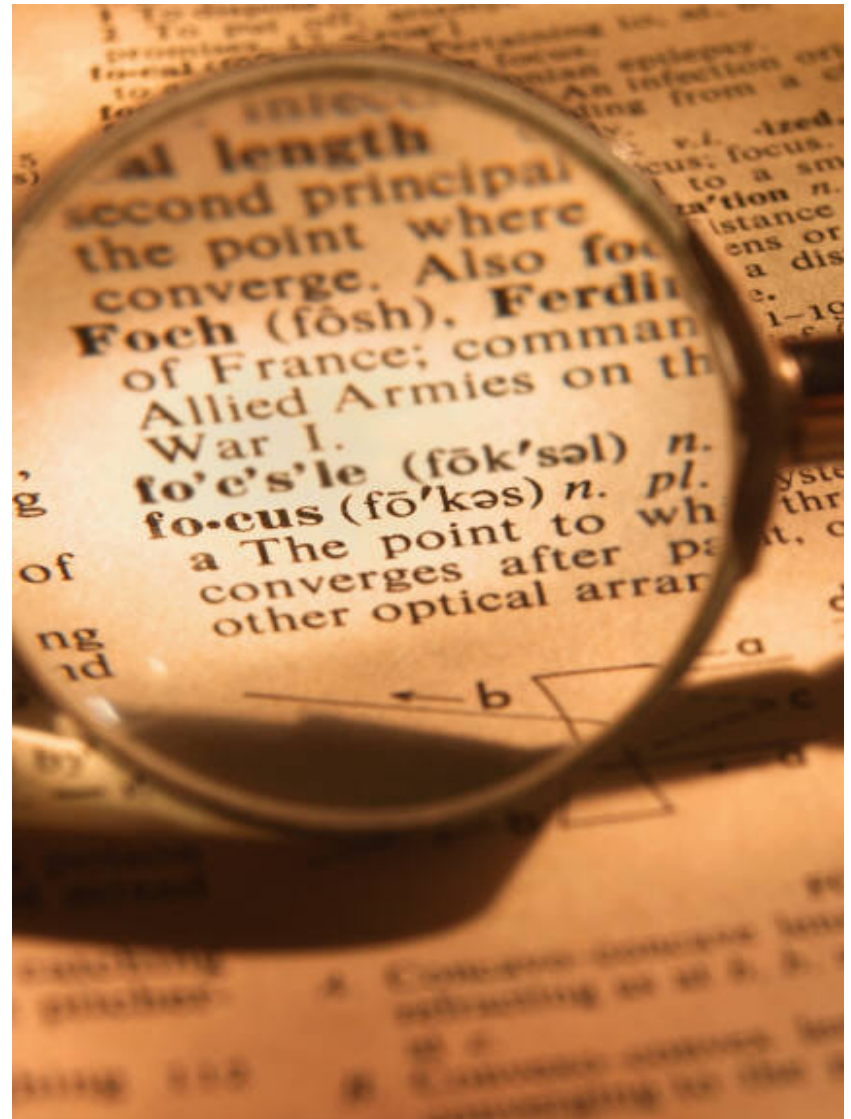


- sense feelings of others
- walk in their shoes

# empathy

- follow through
- stay on track
- prioritize, then act
- task

# focus







- inspired by the future
- what could be
- visions
- anything is possible

*futuristic*



- consensus
- seek areas of agreement
- overcome differences

*harmony*





- fascinated by ideas
- outside the box
- connections between disparate things

# ideation



- accepting
- bring outsiders in

# includer



- sees the unique qualities of each person
- the one matters
- one of a kind



## individualization





- ❑ craving to know more
- ❑ collect and archive
- ❑ information, resources
- ❑ learn

input







- intellectual activity
- introspective
- academic discussions

# intellection





- ❑ want to learn
- ❑ continuously improve
- ❑ process of discovery

# learner





- work with Strengths
- good to great
- constant improvement

# maximizer





- contagious enthusiasm
- upbeat
- get others excited

**positivity**



- close relationships
- working hard with friends

*relator*





- psychological ownership
- obligation
- committed to values

# responsibility



- figuring out what is wrong and resolving it
- solutions
- fixing

# restorative



- confident
- inner compass
- their decisions are right

**self-assurance**





- ❑ desire big impact
- ❑ need to leave a legacy
- ❑ independent
- ❑ think about level of influence

# significance







- alternative ways
- relevant patterns and issues

*strategic*



- meeting new people
- winning them over
- making a connection

**WOO**



# Q & A!



- What questions do you have about your Strengths or the Strengths concepts?
- What questions do you have about using this in your schools?



# + What About Weaknesses?



There is a **difference** between

- a weakness
- the shadow side of our Strengths

**Weaknesses** interfere with your ability to do your job—or hamper someone else’s ability to do theirs.

**Shadow side of Strengths** arise when your values and goals are out of alignment with your tasks and environment. Or when you are not operating “mindfully.”

# + What About Weaknesses?

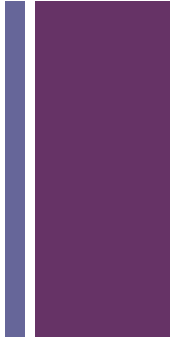


**Managing** your weaknesses includes:

- Using your Strengths to develop new approaches
- Partnering with others (for accountability, too)
- Delegating to others
- Learning the skills and/or knowledge needed

# + Personal Application

## *Building Strengths*

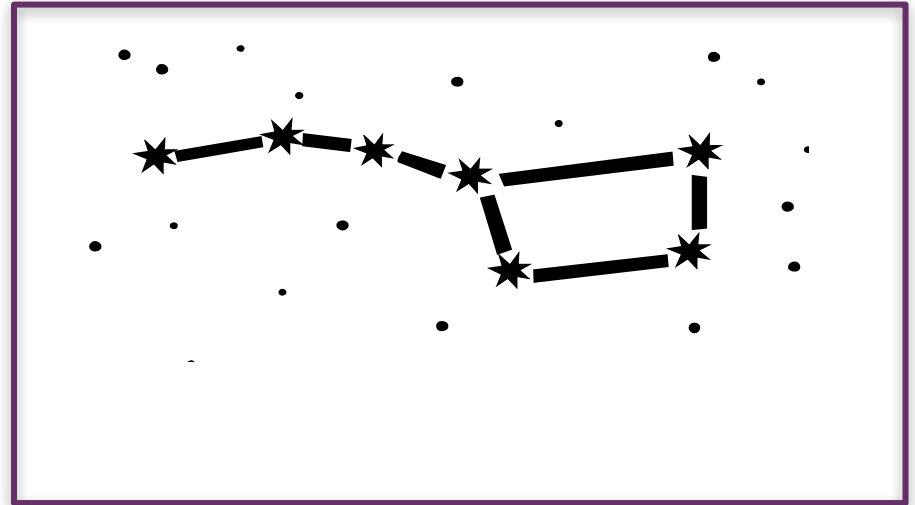


1. **Claim** your natural talent themes (talk about it and own it)
2. **Develop** the themes by learning knowledge and practicing skills – invest energy and effort
3. **Sharpen** by using them in new or challenging situations or in combination with other talents you have



# Team Application Tools

Strengths Constellations  
Reframing



# Leadership Strengths Domains

## Executing

Achiever  
Arranger  
Belief  
Consistency  
Deliberative  
Discipline  
Focus  
Responsibility  
Restorative

## Influencing

Activator  
Command  
Communication  
Competition  
Maximizer  
Self-assurance  
Significance  
Woo


## Relationship Building

Adaptability  
Developer  
Connectedness  
Empathy  
Harmony  
Includer  
Individualization  
Positivity  
Relator

## Strategic Thinking

Analytical  
Context  
Futuristic  
Context  
Futuristic  
Ideation  
Input  
Intellection  
Learner  
Strategic

# Team Strengths Mapping

	Executing								Influencing								Relationship Building								Strategic Thinking									
	Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Analytical	Context	Futuristic	Ideation	Input	Intellection	Learner	Strategic
Case Dighero		X															X								X						X			X
Melody Lane											X													X					X	X				X
Teng Lee	X							X	X														X			X								
William Lyle		X						X	X															X		X								
Jay Dee Menchue	X																		X					X		X								X
Ashley Sayes							X	X																		X			X		X			
Daniel Swisher	X								X											X										X				X
Jim Westerman																	X	X							X	X								X
Barbara McBride	X					X		X			X																							X
Kristi Dane	X																							X			X				X	X		
Renae Dudley	X				X																				X	X							X	
Parker Hunt		X						X												X						X								X
Julie Kleeb	X																							X						X	X			X
Barbara Tillman	X																							X		X				X	X			
Tracy Cude							X			X		X					X														X			



# Team Application

## *Building Strengths*



1. **Build awareness** of your talent themes
2. **Recognize** the themes of others
3. **Tap into** each others' strengths for the benefit of the team (consulting culture)
4. **Celebrate** unique contributions



# *Benefits* & **Challenges**

Strengths at work with others

## **Benefits**

- How does the school benefit from my strengths?

## **Challenges**

- How can my strengths make work difficult for others?

## **Growth**

- In what new ways could I use my strengths to help the school?