

Strengths Finder Training

Begin

- Strengths vs. Weaknesses
 - o “From the cradle to the cubicle, we devote more time to fixing our shortcomings than to developing our strengths.” –StrengthsFinder 2.0
- To Begin
 - o How have YOU already used StrengthsFinder?
- From Zero to Hero
 - o Identify, Develop, Apply. We’ll be going through each of these steps.
 - o Strengths Defined
 - Strengths are a combination of your talent, knowledge, and skills
 - What is talent? Knowledge? Skills?

Identify

- Individual Level
 - o “If you spend your whole life trying to be good at everything, you will never be great at anything.”
 - o “Without an awareness of your strengths [and weaknesses,] it’s almost impossible for you to lead effectively.”
- Knowing Your Strengths
 - o “If you look at historical leaders like Winston Churchill or Mahatma Gandhi, you might notice more differences than similarities—and it is the difference that defined them and led to their success...both men knew their strengths and used them wisely.”
 - o Group Activity & Discussion
 - Identify your talents, read description, find themes. (Print out themes)
 - How do your talents fit in your themes? What could you focus on developing?
- Range of Strengths
 - o Primary Strengths: 1-7
 - We tend to mostly use 1-7 of our talents.
 - o Secondary Strengths: 8-15
 - Top 15 can interchangeably move around, always there.
 - o Blind Spot: 16-34
 - Blind to the bottom 18

Develop

- Do you use your strengths every day?
 - o This chart shows the percentage of people that believe they have “the opportunity to do what they do best everyday” at work.
- Development
 - o Are you in a position where you can use your strengths?
 - o What can we do to grow and develop your strengths every day?

Apply

- “If you focus on people’s weaknesses, they lose confidence.” VS. “...While each [team] member had his or her own unique strengths, the most cohesive and successful teams possessed broader groupings of strengths.”
 - o Why do you think as individuals, it’s better to have strong groupings of strengths but teams are better off being well-rounded?
- Leadership Strengths in Action
 - o The leadership strengths also follow the 4 themes:
 - Executing:
 - Deliberative might anticipate obstacles to a project and reevaluate possible options whereas an Achiever might work tirelessly to finish a project and deal with obstacles as they come.
 - Influencing:
 - Command or Self-Assurance may use few words, but their confidence will continue to project authority and win followers as opposed to Communication or Woo who might get people involved by helping them feel comfortable and connected to the issue at hand.
 - Relationship Building:
 - Positivity and Harmony may work to limit distractions and to keep the team’s collective energy high vs. Relator or Developer who may rather closely mentor and guide as they push others toward achievements.
 - Strategic Thinking
 - Context or Strategic might navigate the best route for future possibilities while Ideation and Input may see countless opportunities for growth based on information reviewed.

Team Goals

- Personal Development
 - o One on one with your manager to get goals on how to best use your strengths.
 - o Overview the handout.