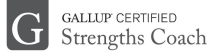


# Creating a Strengths-Based Organization/Team

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## Agenda: (9am-4pm)

- Welcome/Introductions
- Overview of Key Concepts/History of SF
- Understanding your “Top 5”
- The Four Domains of Talent
- The Strength-Based Team
- Wrap-up & Action Planning
- Evals/Certificate of Attendance

Agenda

- 1.
- 2.
- 3.



## Learning Objectives:

Participants will...

- develop a deeper understanding of their Strengthsfinder results (aka “top 5 talents”)
- recognize how their strengths influence their ability day-to-day performance
- develop a common, strength-based language that will begin to enhance their organizational relationships
- develop a strength-based toolbox that can be used as a supervisor or supervisee

## INTRODUCTIONS: FOCUS ON YOU



- What name do you prefer to be called?
- What do you get paid to do?
- What is one positive word people use to describe you?

## History of Strengthsfinder 2.0 & Research



## Donald O'Clifton



In the early 1950s, **Donald O. Clifton**, who would go on to be named the "Father of Strengths Psychology," noticed a major problem...

## Donald O'Clifton

- "Father of Strengths Psychology"
- Noticed a major problem in the field of psychology –it was based almost entirely on the study of *what is wrong* with people!
- He wondered if it would be more important to study *what is right* with people.



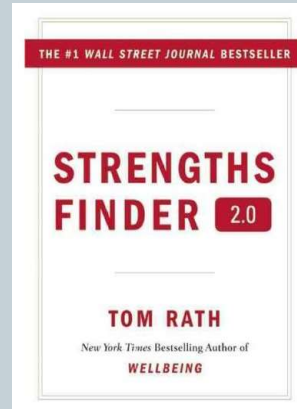
Donald O'Clifton



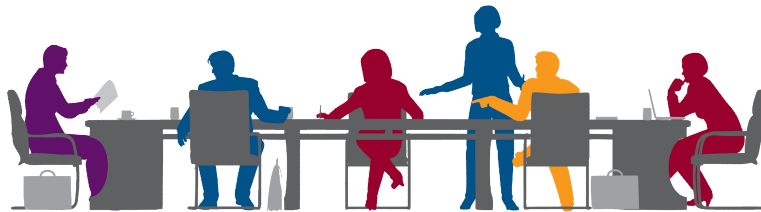
“What will happen  
when we think about what is **right** with people  
rather than **fixating** on what is **wrong** with  
them?”

**Donald O. Clifton,**  
Psychologist and  
Business Executive  
(1924-2003)

## Introduction to Strengthsfinder 2.0 by Tom Rath



The key to **success** is to fully understand how to apply your greatest **talents** and **strengths** in your everyday life.



## 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

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## What is the Return on Investment?



Gallup studied 49,495 businesses in 45 countries

- 1.2 million employees
- 22 organizations

### Findings:

- Increased employee engagement
- Increased productivity
- Increased profit
- Decreased turnover
- Decreased safety incidents

<http://www.gallup.com/services/191489/q12-eta-analysis-report-2016.aspx>

### PEOPLE WORKING IN THE STRENGTHS ZONE ...



- look forward to going to work
- have more positive than negative interactions with coworkers
- treat others better
- tell their friends they work for a great company
- achieve more on a daily basis
- have more positive, creative, and innovative moments

### STAND UP IF YOU ALWAYS ...



- talk to people in elevators, airplanes, grocery stores, and wherever you go
- have a color-coded or otherwise organized closet
- write down a list of things to do, and stick to it
- make a list of things to do on weekends
- need to pick someone to race while driving
- ask too many questions
- push the elevator button to “remind” the elevator that you are there

**X** **Talent** (a natural way of thinking, feeling, or behaving)

**Investment** (time spent practicing, developing your skills, and building your knowledge base)

---

**=** **Strength** (the ability to consistently provide near-perfect performance)



## EVERYONE HAS TALENT

**Talent** is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

Examples of talent include:

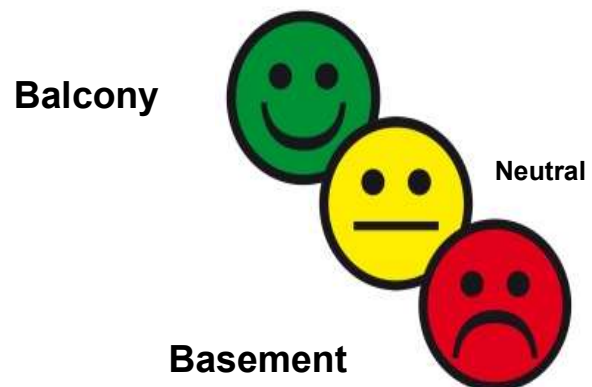
- effortlessly and instinctively starting conversations
- thinking in an orderly or timely manner
- being able to easily influence others
- seeing patterns in data
- consistently having a positive outlook on life



**Talents are neutral...**



**Talents have balconies and basements!**



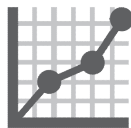
# There are 34 themes of talent:



## PEOPLE WHO FOCUS ON USING THEIR STRENGTHS MAXIMIZE THEIR POTENTIAL



People who learn to use their strengths every day have **7.8% greater productivity.**



Teams who receive strengths feedback have **8.9% greater profitability.**

Start With

**TALENT;**



Finish With

**STRENGTH**

There is nothing wrong with being aware of our weaknesses and managing them, but our greatest opportunity for success lies in building on our natural talents.

**Let's start now to identify and maximize each person's talents and strengths.**

## Your Unique Results: Understanding Your "Top 5"



34 THEMES OF TALENT



## Table Discussion: First Impression

- What was your first impression of your Top 5?
- Did any part of the report surprise you?



## Activity: Understanding your “Top 5”

- Individually, read your report.
- Underline the words and phrases that best describe you.
- Identify 3 of your favorite words or phrases. Use them to describe yourself.
- Share your words and phrases with the individuals at the table.



## Activity: What is your superpower? (handout)

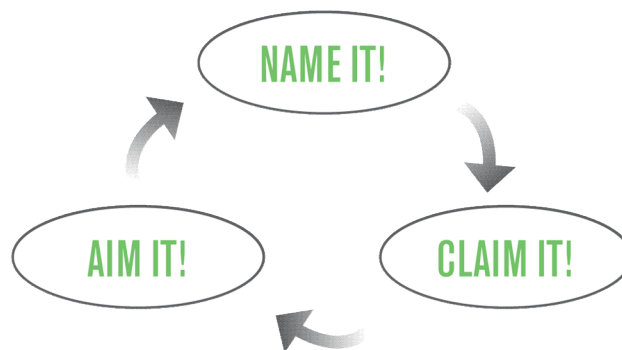
In groups of 3 or 4 work with someone who shares a talent with you:

- Identify the **superpowers** that this talent gives you
- Identify **challenges or pet peeves** related to this talent
- Create a **moto and logo**
- Recorder puts information on Flip Chart paper
- Be prepared to share this with the large group



## NAME IT! CLAIM IT! AIM IT!

YOUR REPORT IS A BEGINNING, NOT AN END.



## ACTIVITY: NAME IT! CLAIM IT! AIM IT!

YOUR REPORT IS A BEGINNING, NOT AN END.

### Name It!

- Read your Signature Theme Report (Top Five) and highlight or underline the words or phrases that best describe you.

### Claim It!

- Which of your five Signature Themes do you really “own”? How does this theme help you to be successful in your role?

### Aim It!

- How could you use this Signature Theme more intentionally?  
**Starting tomorrow**, I will use my talents in this theme by:

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## Activity: What is your superpower? (handout)

In dyads, work with someone who has a talent you wish you had in your top 5:

- Identify the **superpowers** that this talent creates
- Identify the **challenges** related to this talent

## Activity: Love, Crazy, Envy...

### Instructions:

- Complete #1 & #2 individually

**LOVE, CRAZY, ENVY**

1. Identify one of your Top Five Talents that you LOVE. What is it about this theme that you appreciate?

2. Identify one of your Top Five Talents that can drive you or others CRAZY. Explain.

**STRENGTHS SCAVENGER HUNT:**  
Connect with five of your colleagues. Share, relate and record observations and stories.

NAME	TALENT THAT THIS PERSON LOVES	TALENT THAT TENDS TO DRIVE THIS PERSON OR OTHERS CRAZY

Identify one talent that you wish was more dominant in you or that you ENVY in others.

## Activity: The Four Domains of Talent

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
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

## Activity: Domains of Talent

- Circle your top 5 on your worksheet
- Identify your dominant domain
- In your dyad, discuss what this means for you

## Managing Weaknesses

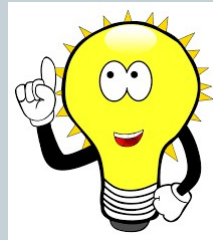




## Managing Weaknesses

“You cannot be anything you want to be—but you can be a lot more of who you already are.”

- Make sure you have the right education and training
- Leverage your greatest talents
- Form complimentary partnerships
- Just do it
- Stop doing it (if you can)



## Activity: Love, Crazy, Envy...

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## The Strengths Based Team



## The Strengths Based Team

- Understands their individual strengths
- Has a common language
- Utilizes strengths spotting
- Looks for opportunities to pair with someone who has different strengths
- Values differences

### **Suggestion:**

- Look for strengths in action.
- When you spot a colleague using a strength, write him or her a short note that reinforces the value of his or her strengths.



## Activity: How does our #1 Talent help the team?

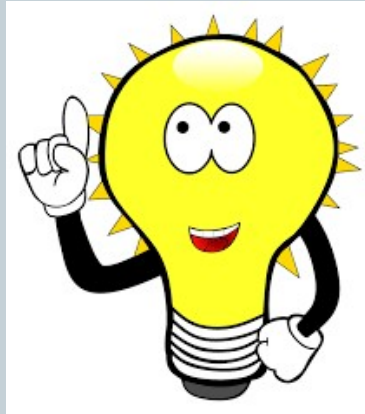
- Stand and sort into groups according to your #1 strength
- How can your #1 strength contribute to the group?
- Be prepared to share this with the large group

## Activity: The Four Domains

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
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## Action Planning/Insights...

- One thing I will do differently as a result of today's training is...



## Questions/Comments/Evaluations





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## Study Guide

- Maximum productivity can be gained by focusing on strengths and managing weaknesses.
- A strength is the ability to consistently provide near-perfect performance.
- A talent is the natural way of thinking, feeling or behaving
- There are 34 themes of talent.
- Themes are neutral.
- The 34 themes of talent are divided into 4 domains: executing, influencing, relationship building and strategic thinking.
- People who focus on using their strengths are three times as likely to report having an excellent quality of life and six times as likely to be engaged in their jobs.
- People who know their talents and have the opportunity to use them at work are 6 times as likely to be engaged in their jobs.
- The Clifton Strengthsfinder measures the presence of talent in 34 general areas or themes.
- Investment is the time spent practicing, developing your skills and building your knowledge base