

StrengthsFinder 2.0

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Polling Question 1:

Which Will Help You Be More Successful?

- a) Identify your weaknesses and fix them.
- b) Identify your strengths and build upon them.

Which Will Help You Be More Successful?

(Gallup Survey)

Weakness Fixing

59%

Strengths Building

41%

Results of Weakness Fixing

Chance of being engaged at work when the organization **does not focus on strengths?**

(According to Gallup Survey)



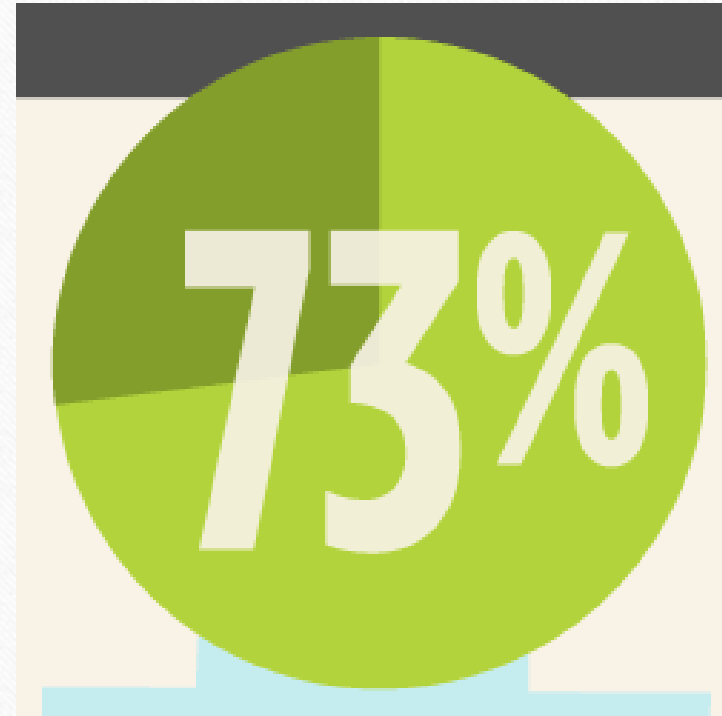
Results of Weakness Fixing



Results of Strengths Building

Chance of being engaged at work when the organization **focuses on strengths!**

(According to Gallup Survey)



Results of Strengths Building



Increase Performance

Higher employee performance when line managers focus their appraisals on employees' strengths and talents.

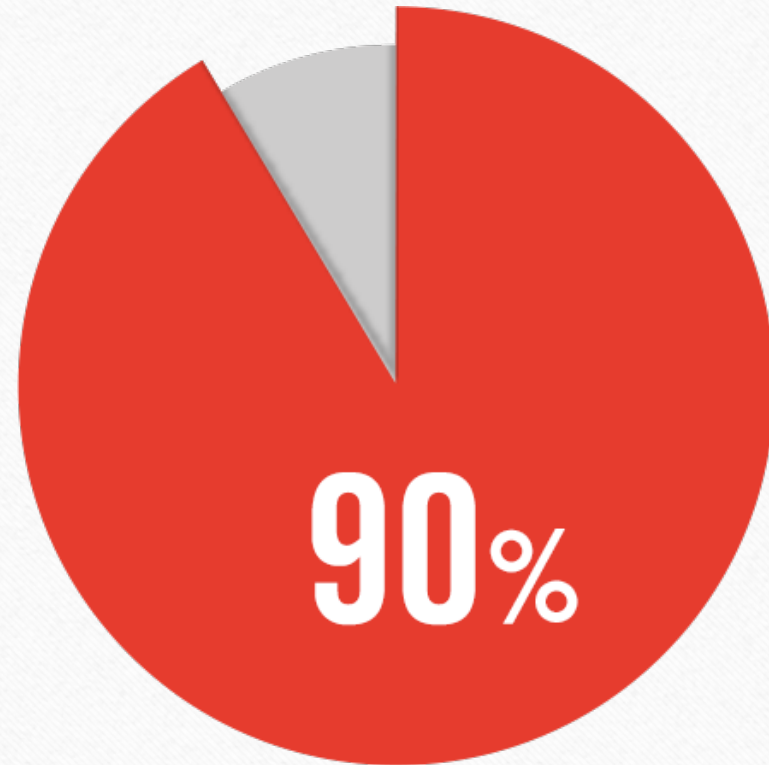
(Corporate Leadership Council, 2005)



Feel More Positive

Positive Psychology based interventions help reduce stress and burnout.

(Cotter & Fouad, 2013)



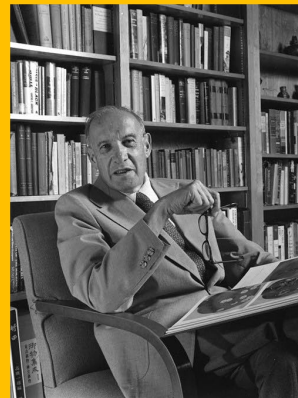
Strengths Self Evaluation (Polling Question 2)

- At work in [my agency] I easily and frequently identify strengths in others:_____
- I use my strengths most days on the job:_____
- My manager and co-workers actively encourage me to use my strengths on the job:_____

What Are Strengths?

A strength is the ability to provide
**consistent, near-perfect
performance** in a given activity.

(Clifton and Harter, 2003)



“A person can perform only
from strength. One cannot build
performance on weakness, let
alone on something one cannot
do at all.”

Peter Drucker

Five Clues to Strengths

- To what kinds of activities are you naturally drawn?

Yearning



- What kinds of activities do you seem to pick up quickly?

Rapid Learning



- In what activities does the level of challenge meet the level of enjoyment?

Flow



- What sorts of activities do you naturally do well?

Glimpses of Excellence



- What kinds of activities give you energy and a sense of passion?

Satisfaction



What Teams Who Use Their Strengths Have In Common

1. Conflict doesn't destroy strong teams because teams focus on results.
2. Strong teams prioritize what's best for the agency and then move forward.
3. Strong teams embrace diversity and inclusion.
4. Strong teams are magnets for talent.

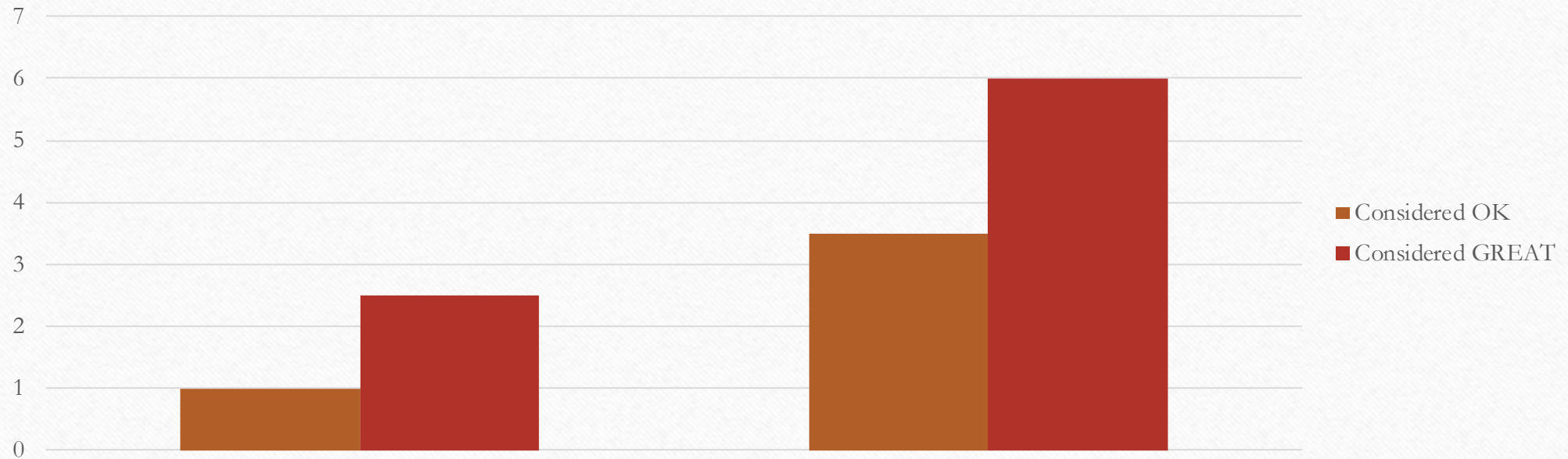
Strengths Exercise

Write... **“This Presentation Rocks”**



Exercising Your Strengths

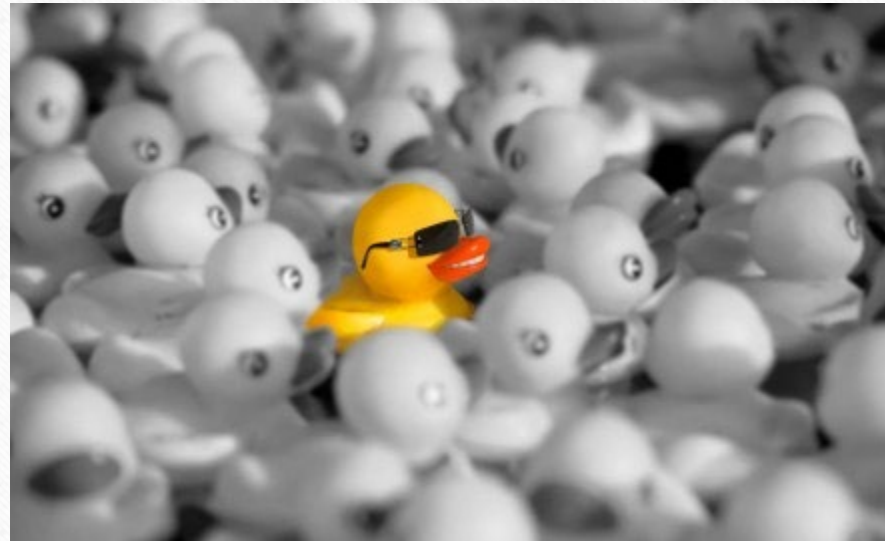
With Lots of Effort & Practice



You Are Unique

1 in 275,000 chance of meeting someone
with the same **Top 5** as you.

1 in 33 million chance of meeting someone
with the same **Top 5** in the **same order** as
you.



Four Theme Areas of Strengths

Executing

- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsibility
- Restorative

Influencing

- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-Assurance
- Significance
- Woo

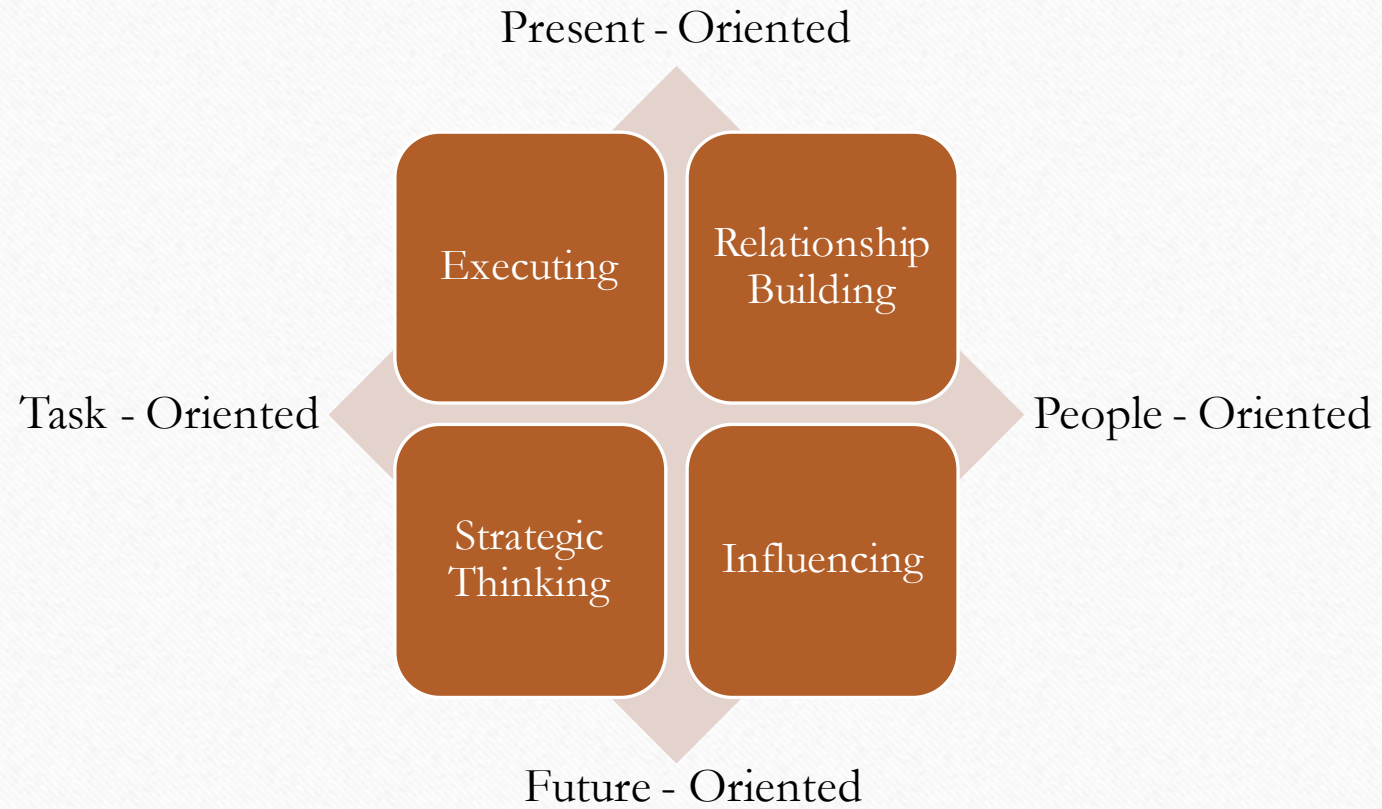
Relationship Building

- Adaptability
- Connectedness
- Developer
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator

Strategic Thinking

- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic

Domains of Strength



Executing Strengths

Strength	Meaning
Achiever	They have lots of stamina and they like hard work and staying busy.
Arranger	They are organized but flexible.
Belief	They rely on strong core values that don't change.
Consistency	They exhibit fairness and are keenly aware of the need to treat people the same way.
Deliberative	They take serious care in making decisions or choices.
Discipline	They enjoy routine and structure.
Focus	They take direction, follow through, and make corrections to stay on track.
Responsibility	They assume psychological ownership of what they do.
Restorative	They are especially good at figuring out what is wrong and how to resolve it.

Executing

The hardest working of the bunch. They tend to get things done, with speed, precision, and accuracy. They put in the hard work now, so that when it's time to move, they are ready.

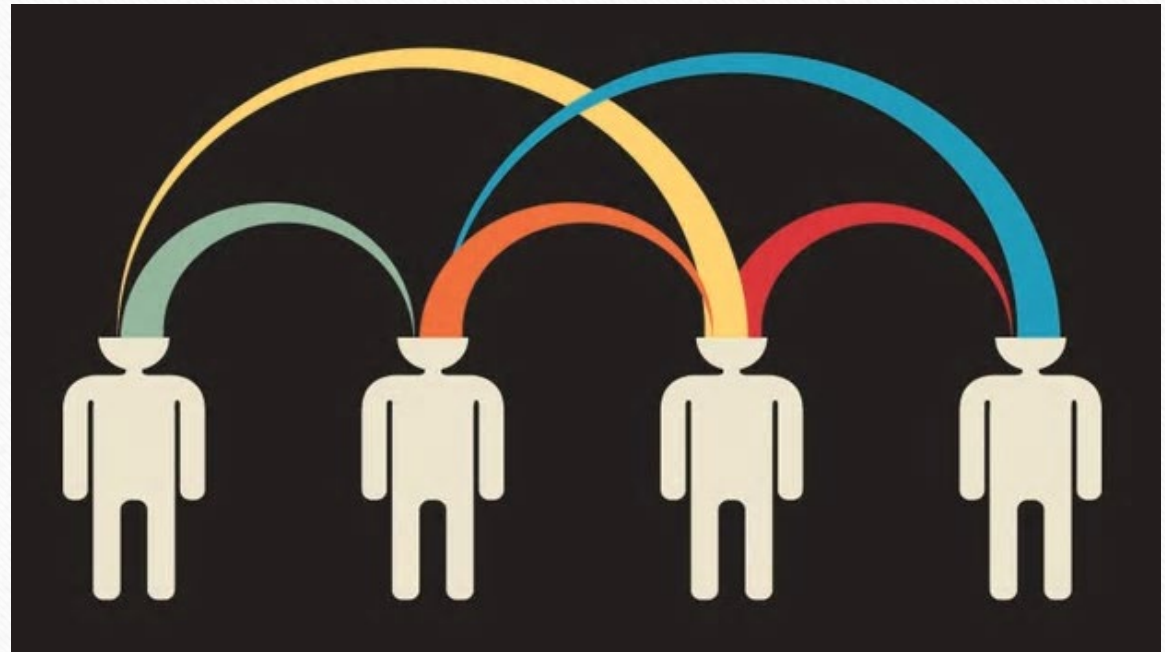


Influencing Strengths

Strength	Meaning
Activator	They make things happen by turning thoughts into action.
Command	They have a presence; they take control and make decisions.
Communication	They find it easy to put thoughts into words.
Competition	They measure their progress against the performance of others.
Maximizer	They seek to transform something strong into something superb.
Self-Assurance	They are confident in their ability to manage themselves. They have an inner compass.
Significance	They are independent and they would like to be recognized for their good works.
Woo	They love to meet new people and win them over.

Influencing

They are able to take charge, speak up and be heard. They are extremely helpful when you need to reach a broader audience or meet a bigger goal. This can happen both internally with the team, or to external constituents. They tend to influence forward.



Relationship Building Strengths

Strength	Meaning
Adaptability	They take things as they come and “go with the flow.”
Connectedness	They have faith in the link between all things. It all happens for a reason.
Developer	They recognize and cultivate the potential in others.
Empathy	They can sense the feelings of others by “walking in their shoes.”
Harmony	They seek consensus and they do not like conflict.
Includer	They are accepting of others and seek ways not to let them feel left out.
Individualization	They are intrigued by the unique qualities of each person.
Positivity	They have an enthusiasm that is often contagious. They are upbeat.
Relator	They have a deep satisfaction in working hard with others to achieve goals.

Relationship Building

They look at how individuals fit into the bigger picture and can create pathways for them to thrive. They make strong relational connections that bind a group together around a cause, idea or each other.



Strategic Thinking Strengths

Strength	Meaning
Analytical	They search for the reasons and causes.
Context	They understand the present by researching the history.
Futuristic	They are inspired by the future and what it could be.
Ideation	They find connections between seemingly disparate phenomena.
Input	They have a craving to know more, they often collect and archive information.
Intellection	They are introspective and appreciate debate and discussion.
Learner	They have a great desire to continuously improve. The process of learning is exciting.
Strategic	They are able to quickly spot patterns and create alternative ways to proceed.

Strategic Thinking

When a plan needs to be made, or a new idea created for solving a problem, they can help accomplish that. Whether it's thinking into a current problem, or dreaming about how to overcome tomorrow's, they can take a thought or idea and look for the best way to move forward on it.



Polling Question 3:

In which domain, do two or more of your most dominant strengths fall under?

- a) Executing
- b) Influencing
- c) Relationship Building
- d) Strategic Thinking

Strengths-Focused Questions

(small group discussions)

- How can you do more of what you do best every day?
- What is a strength you sometimes might overuse, that you might benefit from dialing down in a certain situation?
- Who has a strength you don't have, who you would be willing to recruit to help you in situations where you have a weakness or a challenge?
- What are ways you can help your team members do more of what they do best every day?

Ask Powerful Questions (Team)

- What does the Team Strengths Grid say about this team?
- What is the team's most dominant domain? Least dominant?
- How are we currently maximizing our talents as a team?
- Where do we see powerful partnerships?
- Which talents could we lean into to help drive us toward completing our goals? Who could we leverage to work through these goals?

The Shadow Side



Now What?

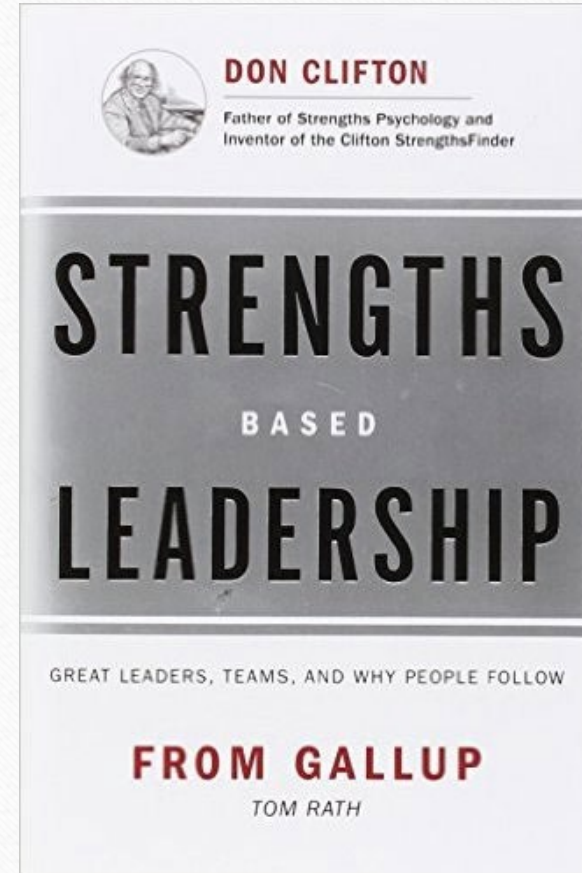
- Make everyday a good day by creating a strong task list each day
- Be aware of the possible shadow sides of strengths; ego, conflict
- Appreciate the diversity of strengths
- Present to people's strengths
- Create a strengths artifact; know, show, and grow your strengths!

...AND...

The Need for More **Strengths- Based Coaching** - Not Just Strengths-Based Assessment

College of Executive Coaching

(Auerbach, 2018)



Character Strengths

Measure psychological strengths that underlie our actions



Ask Powerful Questions (Reflection)

- What are your top 5 Strengths? (Individual)
- What will you be especially good at? What is your best contribution to the team?
- Where do you lack strength? (what shadows should you be aware of?)
- How will those affect how you work with others?
- How will this affect your communication with others?
- How will you leverage your strengths to contribute to the team?

Questions?
and
Thank you!

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