

DNA OF A STRENGTHS-BASED TEAM

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Includer - Belief - Positivity - Maximizer - Strategic



DURING OUR TIME TOGETHER



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

- Explain the Philosophy of Strengths
- Explain the DNA of a Strengths-Based Team
- Identify the steps to begin team strengths-based development:
 - **Making a Commitment**
 - **Write Success Statement**
 - **Individual & Team Statement**
 - **Leverage Signature Themes**
 - **Identify any Roadblocks**
 - **Leave No Talent or Teammate Behind**

FOCUS ON YOU



- What is your name?
- What court unit/role in your court unit?
- What do you hope to learn from this breakout session?

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Donald O. Clifton, Ph.D.
psychologist and business executive
(1924-2003)

**Father of Strengths Psychology and
Inventor of CliftonStrengths**

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

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*In a strengths-based approach, **a weakness** is a shortage or misapplication of talent, skill, or knowledge that causes problems for you or others.*

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PRINT THE FOLLOWING PHRASE THREE TIMES:

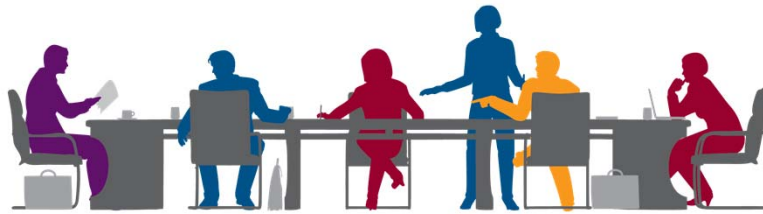
“I use my strengths every day.”



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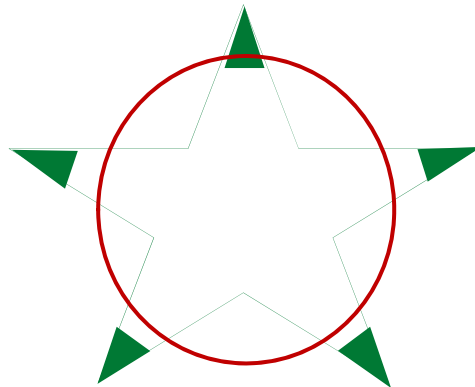
The key to **success** is to fully understand how to apply your greatest **talents** and **strengths** in your everyday life.



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STAR DEMONSTRATION



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The logo features the word "Any" in white and "Questions" in yellow, both in a rounded, bubbly font. The text is set against a blue, cloud-like background. To the right of the text is a black speech bubble containing a white question mark.

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The **CLIFTON STRENGTHSFINDER®** is the code that cracks open your awareness of your unique talents.



The image shows a stack of books. The top book is "STRENGTHS FINDER 3.0" by Tom Rath. The cover is white with red and black text. The author's name "TOM RATH" is visible at the bottom of the cover. The spines of the books in the stack are labeled "NDER" with a red box containing a number.

Gallup Strengths Center – www.gallupstrengthscenter.com

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PASSION AND PURPOSE



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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

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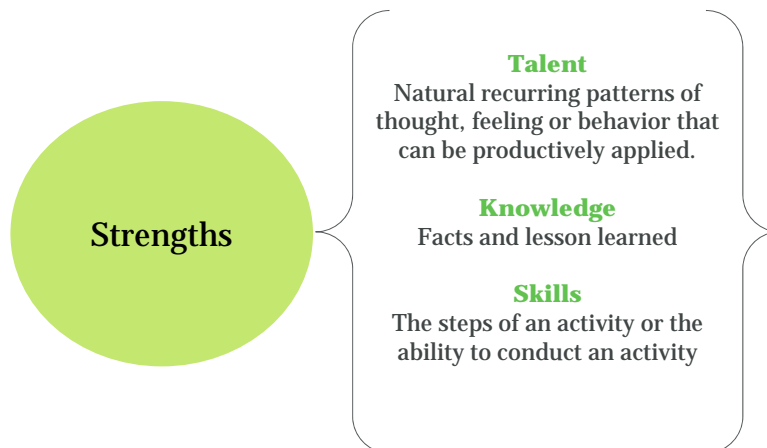
EVERYONE HAS POTENTIAL TO DEVELOP TALENT 2 STRENGTH

Strength is the ability to provide consistent near perfect performance in a given activity or task.

Examples of strength includes:

- Social courage
- Lead with confidence
- Strong value system
- Organizer
- Storyteller

Talents 2 Strengths Equation



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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PEOPLE WORKING IN THE STRENGTHS ZONE ...

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

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PEOPLE WHO FOCUS ON USING THEIR STRENGTHS MAXIMIZE THEIR POTENTIAL



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

THEMES ARE THE BASIC LANGUAGE OF TALENT



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Four Domains of Team Strength

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

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DNA SIMPLY EXPLAINED



DNA is the blueprint of the body of every human being.

The human body is made up of cells, each of which contains a nucleus. The nucleus is a special compartment that contains chromosomes which, in the human body, number forty-six. These chromosomes (23 from each parent) are composed of tightly wound up DNA molecules which lend each chromosome its unique characteristic shape. Each cell in the human body has the identical DNA makeup. Each DNA strand is composed of genes which determine a person's unique characteristics, such as body structure, or hair and eye color. There are no two humans with identical DNA compositions.

What is the DNA of a Strengths-Based Team?

The DNA that exists in every individual, in every team, and every organization is their natural unique talent.

EVERYONE HAS TALENT

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

Simply said, you think, feel and behave like no one else in the world.

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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.

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Making a Commitment to the Strengths Journey

- ✓ Who will lead the strength journey?
- ✓ Do you have the budget to deliver StrengthsFinder, coaching and provide support staff?
- ✓ Will you commit to weekly investment of either informal conversation or formal exercise?
- ✓ Will you allow time for the team to explore their greatness?
- ✓ Does everyone on the team have a desire success ?



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DEFINE SUCCESS

What does individual or team success look like?

What does success look like in my role?

Success as a **Strengths Coach** is when I can help an individual or employee, discover their talents, create an awareness of them in action; and help transform them into strengths to leverage daily. I will achieve this success through maximizing every opportunity to share and enlighten individuals and employees about what they do best and their natural talents.

What does success look and feel like for the team? (*Team effort*)



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DEFINE SUCCESS

What does individual or team success look like?

What does success look like in my role?

My success as a **Team Leader** is when team members assist other team members in need without being asked by me or any other person of authority. This assistance includes but is not limited to completing tasks, moral support, encouragement and mentorship. I will achieve this success by leading by example, recognizing these actions during team meetings (whether by me or by other team members) and allowing a platform for team members to showcase their talents, thereby instilling confidence in them so that they may pass it forward.

What does success look and feel like for the team? *(Team effort)*



LEVERAGE SIGNATURE THEMES

EVALUATE THE DATA

TEAM

Together Everyone Achieves More!

CLASS PARTICIPANTS	EXECUTING GET IT DONE! TASK ORIENTED	INFLUENCING MOVE PEOPLE TO ACTION	RELATIONSHIP BUILDING HUMAN ISSUE AND CARING	STRATEGIC THINKING NAVIGATORS AND OBSERVERS
DORNESA SIRMONS	RESPONSIBILITY ARRANGER ACHIEVER		INCLUDER	CONTEXT
CAROLYN BAKER	ACHIEVER	ACTIVATOR	CONNECTEDNESS POSITIVITY	STRATEGIC
DUSTIN ALBRIGHT	RESPONSIBILITY ACHIEVER CONSISTENCY		ADAPTABILITY RELATOR	
ERIN MUELLER	ACHIEVER		RELATOR	LEARNER IDEATION INPUT
BEVERLY BRYANT	BELIEF	MAXIMIZER	INCLUDER POSITIVITY	STRATEGIC
BETHA O'NEAL	ACHIEVER	COMPETITION	INDIVIDUALIZATION	STRATEGIC LEARNER
EUNICE STROUD	ACHIEVER RESPONSIBILITY		RELATOR	IDEATION LEARNER
ELIZABETH BURGER	ACHIEVER	MAXIMIZER	ADAPTABILITY	STRATEGIC LEARNER
JASON MCDONALD	ACHIEVER	SELF-ASSURANCE		STRATEGIC ANALYTICAL FUTURISTIC
SABRINA PALACIO-GARCIA	ACHIEVER FOCUS	COMPETITION COMMUNICATION		LEARNER
HEATHER BURSE	ACHIEVER	COMMAND COMMUNICATION	RELATOR	LEARNER



LEVERAGE SIGNATURE THEMES

EVALUATE THE DATA

TEAM				
<i>Together Everyone Achieves More!</i>				
CLASS PARTICIPANTS	EXECUTING OFF-THE-BOARD CHARITIES	INFLUENCING HOW PEOPLE DO ACTION	RELATIONSHIP BUILDING HUMAN DUAL OCCURRING	STRATEGIC THINKING WORLDWIDE AND OCCASIONAL
YVONNE CHEROKE	ACHIEVER		DEVELOPER RELATOR	INTELLECTION STRATEGIC
LISA WILLIAMS	RESPONSIBILITY RESTORATIVE BELIEF		DEVELOPER RELATOR	
JOSEPH JONES			INDEVELOPEMENT RELATOR	IDEATION STRATEGIC INTELLECTION
SHARON ZUROWSKI		MAXIMIZER	RELATOR DEVELOPER HARMONY INDEVELOPEMENT	
BEVERLY BRYANT	BELIEF	MAXIMIZER	INCLUDE POSITIVITY	STRATEGIC
PATTY STIPHENS	ACHIEVER RESPONSIBILITY	ACTIVATOR	INCLUDE RELATOR	
DEIRDRE CHAMBERS	RESPONSIBILITY POSITIVE DISCIPLINE	MAXIMIZER	INDEVELOPEMENT	
MEL MARTIN		WOO	EMPHATIC DEVELOPER INCLUDE POSITIVITY	
KAREN SESSIONS			CONNECTEDNESS DEVELOPER	INTELLECTION INPUT
PAMELA JEWELL	MAXIMIZER ARRANGING CONSENSUS	MAXIMIZER	HARMONY POSITIVITY	
JANET MEDLOCK			CONNECTEDNESS	CONTEXT INPUT LEARNER INTELLECTION
REGINA FLANAGAN	DELEGATIVE RESPONSIBILITY		HARMONY ADAPTABILITY	
APRIL COLLING	ACHIEVER RESPONSIBILITY	WOO	INCLUDE POSITIVITY	
STEPHANIE HEMMERT	ACHIEVER RESTORATIVE	COMPETITION	DEVELOPER	ANALYTICAL

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REVISIT SUCCESS STATEMENT

- ✓ Is definition of success different in light of knowing the team's talents?
- ✓ Should modification be made in response to evaluating the talents of the team?



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IDENTIFY ANY ROADBLOCKS

- ✓ What things are preventing me from being successful in my role?
- ✓ What are the roadblocks preventing the team from achieving our success statement?
- ✓ Identify how to resolve roadblocks?
 - ✓ What does progress look like?
 - ✓ How do we measure it?



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Leave No Talent or Teammate Behind

- ✓ What talents will be leveraged to achieve success statement?
- ✓ How does each teammate connect to the success statement?
- ✓ Who can help solve any challenges and roadblocks?



REVISIT SUCCESS STATEMENT

- ✓ Is the definition of success different in light of knowing the team's talents?
- ✓ Should modifications be made in response to evaluating the talents of the team?






The logo features the text "Any Questions" in a stylized font. "Any" is in white with a blue outline, and "Questions" is in yellow with a blue outline. To the right of the text is a black speech bubble containing a white question mark. The entire logo is set against a blue, cloud-like background.

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Acres of Diamonds



A photograph of several large, brilliant-cut diamonds of various shapes and sizes, including round, oval, and pear shapes, arranged on a dark, reflective surface. The diamonds are highly faceted and catch the light, creating bright highlights and deep shadows.

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