

Welcome to The Nature Place

and the

Leadership Denver 2016 Retreat!



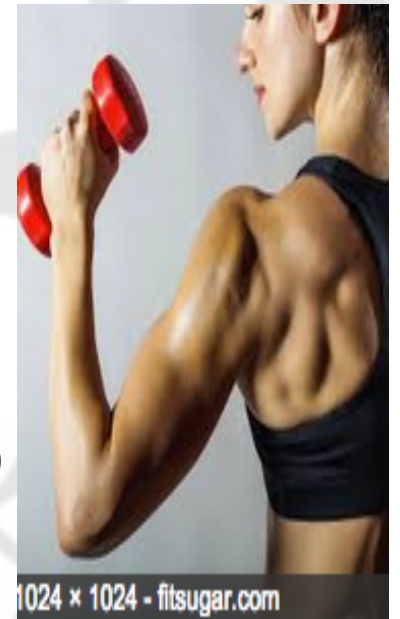
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Leadership Denver 2016

Understanding and Applying Your Strengths



Facilitator: Ellen Winiarczyk (win-ar' -zic)



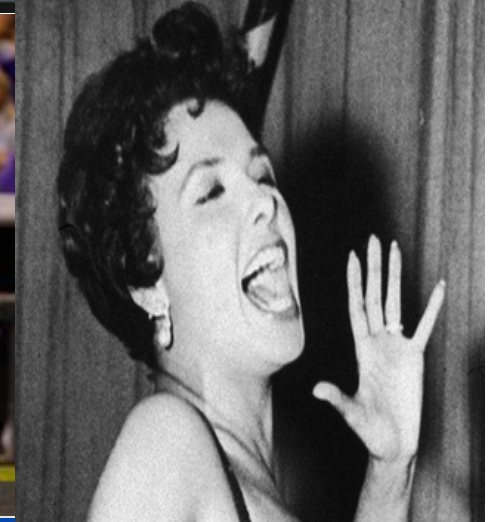
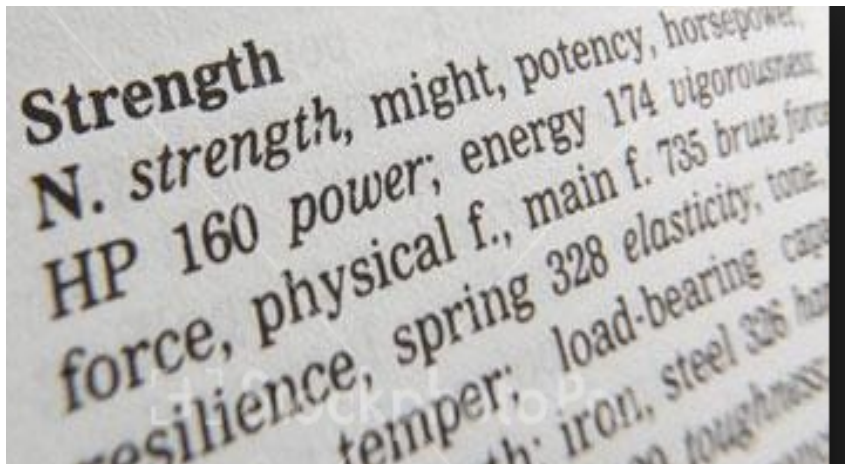
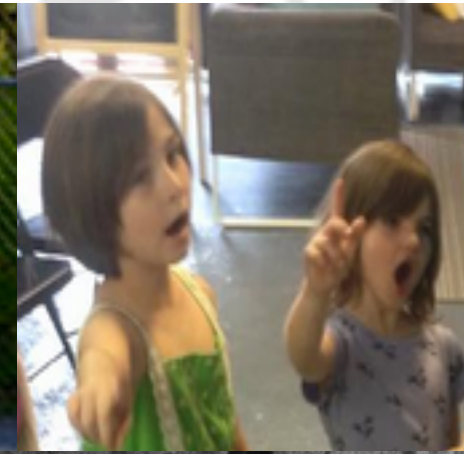
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Quick Task:

1. Get a pen or pencil...
 - Write down 2-3 words or phrases that describe who you are.
2. Who has done StrengthsFinder before or another personality or leadership assessment? Which ones?



Recognizing Our Talents; Activating Strengths



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Learning Game Plan

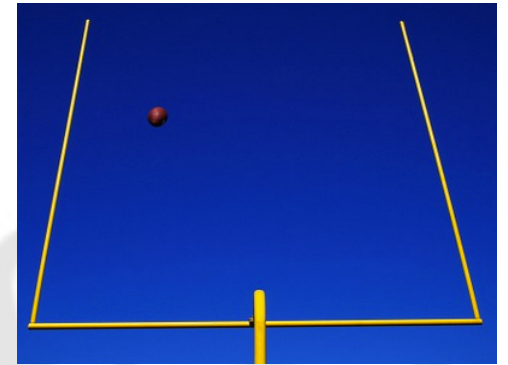


1. StrengthsFinder Background
2. Estimate your strengths
3. Explain Talents and Strengths
4. Disseminate & digest your Signature Themes report
5. Reflect & Share on StrengthsFinder 2.0
6. Plan to apply your strengths throughout the day
7. Snapshot of LD 2015 group's predominant talents

Any questions?



Agree? Disagree?



*“You can be everything you want to be,
if you just try hard enough.”*

- If we try hard enough, we can triumph over a lack of natural talent.
- This is the path of *most resistance* in building on our innate talents and developing leadership
- We can be everything we ARE and more of it
- StrengthsFinder is about building who you **are**



Agree or Disagree?

“At work I have the opportunity to do what I do best every day.”



- One-third of 10 million people (3.3 million±) surveyed “strongly agree”
- 6.6 million± other people are “emotionally disengaged” from their work/job
- People who DO focus on their strengths at work are **6 times more likely** to be engaged at work, AND
- Are **3 times** as likely to report having an excellent quality of life, in general



A Focus on Strengths Engages People

| If your boss primarily: | The chance of your being actively disengaged are: |
|----------------------------|---|
| Ignores you | 40% |
| Focuses on your weaknesses | 22% |
| Focuses on your strengths | 1% |

Strengths-based philosophy – people gain far more when they expand efforts to build on their greatest talents, than when spending equal effort working on their weaknesses.³



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What is **strengths** finder **2.0**

- Created by Donald O. Clifton, Ph.D., the “Father of Strengths-based Psychology”
- Clifton was inspired to examine a person’s strengths because as a human development researcher he did not want to solely “fix people’s weaknesses¹”
- Clifton believed that “people have several times more potential for growth when they invest in developing their strengths instead of correcting deficiencies²”
- His research is based on 1 million interviews and 40 years of Gallup, Inc. data
- StrengthsFinder 2.0 is the current online psychometric assessment that measures a person’s talents, abilities, attitudes, personality traits



StrengthsFinder 2.0

- The assessment comprises 34 common talent themes and reveals your top 5 talent themes
- Themes are recurring and consistent patterns of thought, feeling or behavior.
- Talent can become a strength when maximized and used with intentional action
- Core talents and personality traits are less likely to change over time
- Knowledge and skills can be developed

**Talent (Skills + Knowledge + Practice) =
Building Your Strengths
(Talent = multiplier!)**



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“Not Talents” Or Weaknesses

- What are areas you know you have lesser talent?
- What should I do about these weaknesses?
- By acknowledging areas of lesser talent you can avoid roadblocks
- You can choose not to work on that as it's not your talent
- Or you partner with or activate others who wish to use their talent!



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StrengthsFinder & Leadership:



- Why do people follow a leader?
- Followers want and need the following things from leaders:
 - Trust
 - Compassion
 - Stability
 - Hope
- Leaders: use your strengths to meet followers' needs –
So, how do you use your talents build trust, compassion, stability and hope?

“The ultimate test of a leader is not what you are able to do in the here and now, but what continues to grow long after you are gone.”⁴



Leaders Maximize their TEAM

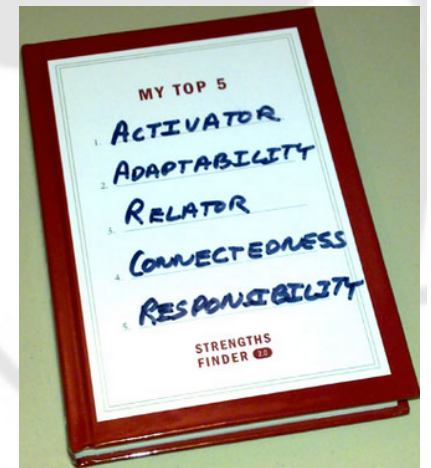
- Effective leaders surround themselves with the right people and build on each person's strengths
- Diversifying team member's strengths activate innovation, adaptation, ability to deal with changes
- Broader groupings of a team's strengths contribute to overall success



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My Signature Themes & Strengths Insights

- Refresh yourself on *Signature Theme Descriptions* for your 5 Top Themes
- Strengths Insights is your UNIQUE description derived from the SF database and your assessment responses
- This combo of your themes makes you stand out from others
- Your unique sequence of themes interact with one another to create a unique you
- Create a PENTAGONAL chart of your TOP 5 Talents and
- Create a label, if you like, to place next to your nametag to wear for the day



Moving from Talents to Strengths – C-O-I-N

Connect to your Talents

Observe your talents at work TODAY.
Acknowledge each others' talents.

Interrupt your talents if overusing/doing

Nuance – the dimmer/brighter switch



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REVIEW Signature Theme Reports

- Hand out Signature Theme reports (COBS staff)
- Reflect By Yourself and Answer:
 1. Are the words or phrases I wrote down at the beginning of this presentation represented in my top 5 themes? Do these describe any of my STRENGTHS??
 2. If not, what are some possibilities for your self-descriptors not fitting into your top 5?
 3. Does each theme fit what I know about me?
 4. What is missing? What is a surprise?



In Your Strengths Zone

- You will develop an attitude of what's right about "me"
- You may have improved
 - Confidence
 - Direction
 - Hope
 - Kindness
 - Greater chance of positive health outcomes in life



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4 Domains of Leadership Strengths

| 1. Executing | Executor Talent Themes | 2. Influencing | Influencer Talent Themes |
|---|--|--|--|
| <ul style="list-style-type: none"> • Knows how to make things happen • Works tirelessly at implementing solutions • Can “catch” an idea and make it reality • Wendy Kopp, TFA founder | <ul style="list-style-type: none"> • <i>Achiever</i> • <i>Arranger</i> • <i>Belief</i> • <i>Consistency</i> • <i>Deliberative</i> • <i>Discipline</i> • <i>Focus</i> • <i>Responsibility</i> • <i>Restorative</i> | <ul style="list-style-type: none"> • Sells ideas inside and outside the organization • Ensures that a broader audience is reached • Speaks up, takes charge, ensures the team is heard • Simon Cooper, Ritz-Carleton CEO | <ul style="list-style-type: none"> • <i>Activator</i> • <i>Command</i> • <i>Communication</i> • <i>Competition</i> • <i>Maximizer</i> • <i>Self-assurance</i> • <i>Significance</i> • <i>Woo</i> |




4 Domains of Leadership Strengths

| 3. Relationship Building | Relationship Talent Themes | 4. Strategic Thinking | Strategic Thinking Talent Themes |
|---|--|--|--|
| <ul style="list-style-type: none"> • Unique ability to create groups & organizations • Holds people and teams together • Builds strength among diverse people and groups • Mervyn Davies, Chairman Chartered Bank | <ul style="list-style-type: none"> • Adaptability • Developer • Connectedness • Empathy • Harmony • Includer • Individualization • Positivity • Relator | <ul style="list-style-type: none"> • Keeps people focused on what <i>could be</i>, or the future • Constantly absorbing and analyzing information • Helps people and teams make better decisions • Brad Anderson, CEO Best Buy | <ul style="list-style-type: none"> • Analytical • Context • Futuristic • Ideation • Input • Intellection • Learner • Strategic |

What is your Stronger Domain? Go to that domain in back.



LD 2016 Group Talents Profile

| | EXECUTING | | | | | | | | | INFLUENCING | | | | | | RELATIONSHIP BUILDING | | | | | | STRATEGIC THINKING | | | | | | | | | | | | |
|--|---|----------|--------|-------------|--------------|------------|-------|----------------|-------------|--|---------|---------------|-------------|-----------|----------------|--|-----|--------------|---------------|-----------|---------|---|----------|-------------------|------------|---------|------------|---------|------------|----------|-------|--------------|--------|-----------|
|  | Leaders with dominant strength in the Executing domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done. Leaders with a strength to execute have the ability to "catch" an idea and make it a reality. | | | | | | | | | Those who lead by Influencing help their team reach a much broader audience. People with strength in this domain are always selling the team's ideas inside and outside the organization. When you need someone to take charge, speak up, and make sure your group is heard, look to someone with the strength to influence. | | | | | | Those who lead through Relationship Building are the essential glue that holds a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, leaders with exceptional Relationship Building strength have the unique ability to create groups and organizations that are much greater than the sum of their parts. | | | | | | Leaders with great Strategic Thinking strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strength in this domain continually stretch our thinking for the future. | | | | | | | | | | | | |
| LD Class 2016 | 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 | Leamer | Strategic |
| SUM | 34 | 8 | 6 | 3 | 2 | 6 | 5 | 9 | 8 | 6 | 2 | 10 | 8 | 10 | 4 | 6 | 15 | 5 | 10 | 6 | 6 | 3 | 6 | 11 | 15 | 18 | 7 | 4 | 11 | 9 | 10 | 5 | 19 | 20 |
| | EXECUTING | | | | | | | | | INFLUENCING | | | | | | RELATIONSHIP BUILDING | | | | | | STRATEGIC THINKING | | | | | | | | | | | | |
| TOTAL BY LEADERSHIP DOMAIN | 81 | | | | | | | | | 61 | | | | | | 80 | | | | | | 75 | | | | | | | | | | | | |



Reflection with a Domain Partner/Triad

- Why do you think this is your stronger leadership domain?
- Which ones of your 5 talents are activated by this leadership domain? How do they show up in how you act?
- What talents do you want to activate today and strengthen?
- Set 2 goals for talent to strength implementation today and state them aloud to your partner



Lessons from Geese

Fact 1- As each goose flaps its wings, it creates an “uplift” for the birds that follow. By flying in a “V” formation, the whole flock has 71% greater flying range than if each bird flew alone.

Lesson- People who share a common direction and sense of community can get where they are going quicker and easier, because they are traveling on the thrust of each other.

Fact 2- When a goose falls out of formation, it suddenly feels the drag and resistance of flying alone. It quickly moves back into formation to take advantage of the lifting power of the bird immediately in front of it.

Lesson- If we have as much sense as a goose, we stay in formation with those headed where we want to go. We are willing to accept their help and give our help to others.

Fact 3- When the lead bird tires, it rotates back into the formation to take advantage of the lifting power of the bird immediately in front of it.

Lesson- It pays to take turns doing the hard tasks and sharing leadership. As with geese, people are interdependent on each others’ skills, capabilities, and unique arrangement of gifts, talents or resources.



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Fact 4 - The geese flying in formation honk to encourage those up front to keep up their speed.

Lesson - We need to make sure our honking is encouraging. In groups where there is encouragement, the production is much greater. The power of encouragement (to stand by one's heart or core values and to encourage the heart and core values of others) is the quality of honking we seek.

Fact 5 - When a goose gets sick, wounded, or shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it dies or is able to fly again. Then, they launch out with another formation to catch up with the flock.

Lesson - If we have as much sense as geese, we will stand by each other in difficult times as well as when we're strong.



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As more questions arise with your
Strengths Finder please ask
throughout our time together!

THANK YOU!

^{1&2} Rath, T. (2007). StrengthsFinder 2.0. New York: Gallup Press.,p. i.

³ Asplund, J., Lopez, S. J., Hodges, T., & Harter, J. (2007). The Clifton StrengthsFinder 2.0
Technical Report: Development and Validation

⁴ Rath, T. & Conchie, B. (2008). Strengths and leadership: Great leaders, teams and why people
follow. New York: Gallup Press., p. 95.



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