Whose Team
Do You Want to Be On?

A
- Not this again…
- That won’t work!
- We tried that before…
- That’s impossible…
- They just don’t get it.
- Whose fault is that?
- I can’t.
- Nothing ever changes around here.

B
- How can we do better?
- What could work?
- What’s different this time?
- What’s possible?
- How can we help them understand our view?
- How can we avoid making that mistake?
- What change is necessary?
Which Team is Higher Performing? Why?

A
- Not this again...
- That won’t work!
- We tried that before...
- That’s impossible...
- They just don’t get it.
- Whose fault is that?
- I can’t.
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- How can we do better?
- What could work?
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- What’s possible?
- How can we help them understand our view?
- How can we avoid making that mistake?
- What change is necessary here?
The Choice is Yours
Our mission is to build a better world by increasing the effectiveness of nonprofit leaders and the impact of the organization they serve.
Coaching
Leadership Roundtables

Consulting
Strategic Planning
Succession Planning
Executive Transition Management

Training & Facilitation
Skills-Based Workshops
Team Building
Objectives

- Define strengths-based approach
- Increase understanding of strengths: business case for investing in them
- Learn path to become high-performing team using strengths
- Learn practical applications for leveraging teams’ strengths every day
Getting to Know Each Other

- What made you choose this session?
- What is something that has energized you at this conference?
AGENDA

1. Strengths-Based Approach
2. Understanding Individual Strengths
3. Developing Team Strengths
4. Creating a High-Performing, Strengths-Based Organization
Module 1
Strengths-Based Approach
Strengths: Shifting Our Perspective
Change the Way You See…
- Yourself
- Others
- Organization
Is the glass half full or half empty?
Strengths: Little s

- strengths (little s)
- Defined as “good or beneficial qualities or attributes of a person or things”
My strengths
Generous
Skilled Communicator
Sense of Humor
Resilient
Big Picture Thinker

Carolyn Sullivan
President/CEO
Strengths: Big S

- CliftonStrengths (Big S)
- Focus on what’s RIGHT with people, what they naturally do well
- Assessment
- > 20M ppl across the world
- Language
“WHAT will HAPPEN when we think about what is right with people rather than FIXATING on what is WRONG with them?”
Donald O. Clifton
<table>
<thead>
<tr>
<th>Talent Themes</th>
<th>CliftonStrengths</th>
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The Business Case for a Strengths-Based Approach

“Your best bet for success lies in building on who you already are, not trying to become someone you’re not.”

~ Gallup, Inc.
My Top Five Talents

- Relator
- Positivity
- Connectedness
- Strategic
- Arranger

Carolyn Sullivan
President/CEO
Evidence-Based Approach: 50 yrs.

- 1966 Peter Drucker – The Effective Executive
- 1987 David Cooperrider (Appreciative Inquiry)
- 1998 Donald Clifton creates StrengthsFinder Assessment
- 1999 Martin Seligman (Positive Psychology)
- 2001 Buckingham/Clifton – Now Discover Your Strengths
- 2006 StrengthsQuest (created for students)
- 2007 StrengthsFinder 2.0 – Tom Rath
- 2009 Strengths-Based Leadership - Tom Rath

17+ million people worldwide have partaken CliftonStrengths
The Case for a Strengths-Based Organization

**INDIVIDUALS**
- 6x engagement
- 3x excellent quality of life
- 6x as likely to do what they do best every day

**TEAMS**
- 10 – 19% engagement
- 14 – 29% increased profit
- 16-72% lower turnover

https://www.gallupstrengthscenter.com/home/en-us/about/
The Case for a Strengths-Based Organization

- Less likely to report experiencing stress, anger, sadness, physical pain
- Boost positive emotions
- More likely to report:
  - Having ample energy
  - Feel well-rested
  - Happy
  - Smiling and laughing a lot
  - Treated with respect
  - Learning something new
Path to a High-Performing Strengths-Based Organization

1. Learn Your Strengths:
   - Assessment
   - Coaching
   - Retreat/Team Building

2. Learn Your Team Members’ Strengths:
   - Team Talent Map
   - Retreat/Team Building
   - Staff Meetings

3. Put Your Strengths to Work for You, Your Team, and Your Organization:
   - Personal Strengths Statements
   - Performance Management
   - Project Management
   - Strategic Planning

4. Sustain Strengths-Based Culture:
   - Weekly Review of How You Used Your Strengths
   - Monthly Strengths Review with Your Supervisor
   - Strengths Exercises/Reports at Staff Meetings

CliftonStrengths

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Module 2

Individual Talents
Understanding Our Individual Talents & Strengths
Talent is...
How you naturally think, act, and feel
Handwriting Challenge
So ... What is a Strength?

TALENT (pro disposition) X
INVESTMENT (practice) =

STRENGTH
(consistent near perfect performance in an activity)
Identifying & Activating Individual Talents & Strengths

1. **List 5 personal assets** (strengths, talents, skills, and virtues) that make a significant contribution to your effectiveness at work.

   □ Hints: What have you been praised for? When do you feel energized?
Identifying & Activating Individual Talents & Strengths

I am the perfect person to accomplish ________________________________

(describe an objective) because
I am/have ________________________________

(describe your strength)

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Carolyn Sullivan | NEW CHAPTER COACHING   WWW.NEWCHAPTERCOACH.COM
Are you showing off your assets?
Talents & Strengths are...

High Performing Team

Single most important driver of team performance:

Regular opportunities to use their strengths!
Building a Strengths-Based Team

Do you have an opportunity
to do what you do best every day?
Understanding Strengths of Individuals On Your Team

If everyone on your team identified and understood their talents and strengths, how might that affect your team? Your organization? You as an individual?
Guess what?

88% ARE NOT!

Only 12% ARE.
Imagine this...

A recent scenario in which you were not at your best.

How might that situation have played out differently if you had engaged your strengths?
Developing Shared Language:
Four Domains of Leadership

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

Influencing
- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-Assurance
- Significance
- WOD

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

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

CliftonStrengths
CliftonStrengths for Teams: Four Domains of Leadership

- Executing: Make things happen
- Influencing: Helps team reach audience
- Relationship-Building: Hold team together
- Strategic Thinking: Help team see possibilities
Understanding Our Collective Talents

“We are different so that we can know our need of one another, for no one is ultimately self-sufficient.”

~ Archbishop Desmond Tutu
Module 4
Creating a High-Performing, Strengths-Based Organization
Path to a High-Performing Strengths-Based Organization

1. Learn Your Strengths:
   - Assessment
   - Coaching
   - Retreat/Team Building

2. Learn Your Team Members' Strengths:
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   - Monthly Strengths Review with Your Supervisor
   - Strengths Exercises/Reports at Staff Meetings
Creating a High-Performing Team

If everyone were seeing the glass as half full, not half empty, how would your organization be different?
Seven Opportunities to Use Your Strengths

1. Individual Goal Setting
2. Strategic Planning/Implementation
3. Performance Reviews
4. Employee Coaching
5. Addressing Conflict in the Workplace
6. Project Assignments
7. Team/Trust-Building
Time for Questions
What have you learned?
Applying Our New Knowledge

What’s one thing you can’t wait to share with a colleague?

What is one thing you are going to do to implement this learning?

_______________________________________________________________
**Next Steps**

- Share what you learned here with your supervisor
- Take CliftonStrengths [https://www.gallupstrengthscenter.com](https://www.gallupstrengthscenter.com)
- Display Strengths where others can see them/learn them
- Get leadership on board to do more work around Strengths
Your feedback is important to the Partnership.

We invite you to complete a brief evaluation of this session so we can continue to provide timely content.

*Please complete the evaluation on paper or in the Event App.*

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Thank you for the opportunity to be of service!

Don’t hesitate to reach out.
carolyn@newchaptercoach.com
573.228.9600