Strengths Teach Notes

Capital Region PGC – April 25 session

1. Read Strengths Quotes – discuss
2. Share Stats
   1. About 1/3 of all people in US use their strengths daily
   2. Your chances at being engaged in using your strengths are 75% in organizations whose leadership focuses on strengths vs. 9% of organizations that don’t
3. Effective Leaders surround themselves with the right people and build on each person’s strengths – encourage everyone to share their strengths (pass out individual HO to those that are willing to share).
4. Discuss the 4 Domains of Leadership Strength – have them plot out where they are in the domains

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| **Executing** | **Influencing** | **Relationship Building** | **Strategic Thinking** |
| Achiever | Activator | Adaptability | Analytical |
| Arranger | Command | Developer | Context |
| Belief | Communication | Connectedness | Futuristic |
| Consistency | Competition | Empathy | Ideation |
| Deliberative | Maximizer | Harmony | Input |
| Discipline | Self-Assurance | Includer | Intellection |
| Focus | Significance | Individualization | Learner |
| Responsibility | Woo | Positivity | Strategic |
| Restorative |  | Relator |  |

1. Share information below about what makes Strong Teams
   1. Conflict doesn’t destroy strong teams because strong teams focus on results
   2. Prioritize what’s best for the organization and then move forward.
   3. Are as committed to their personal lives as they are to their work.
   4. Embrace diversity
   5. Are magnets for talent
2. Share Followers’ Basic Needs
   1. TRUST
   2. COMPASSION
   3. STABILITY
   4. HOPE
3. Bonnie’s strengths
   1. Read my strengths from the 34 List of Strengths
   2. Then read the marked pages on the two most common strengths in the group, i.e. 4 people have them, first- page 201 Learner (as that is me) and then -page 189, Developer, in the *Now Discover Your Strengths* book – in how to manage people with each of the 34 strengths
   3. Ask: Is this true for the learners and the developers in the group?
4. Ask:
   1. Describe a professional situation when you used one of more of your strengths? What was the experience like for you?
   2. Describe a professional situation when you really wanted to use your strengths but were not allowed to?