

A LIFETIME OF STRENGTHS

VANDERBILT  UNIVERSITY

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GALLUP CERTIFIED STRENGTHS COACH

RELATOR – EMPATHY – RESPONSIBILITY – ARRANGER – DISCIPLINE

AGENDA-WEEK 6



- I. REVISITING AIMING YOUR TALENTS
- II. COACHING AND MENTORING OTHERS
- III. DEEP DIVE ON NEXT 6 THEMES
- IV. WRAP UP!

STRENGTHS IN RETIREMENT



- Reflect on your journey to date
- Consider those activities that you've enjoyed
- Identify what you'd like to keep doing (or start doing!)
 - Consulting
 - Volunteering
 - Life-long learning
 - Leisure
 - Career-change and entrepreneurship
- Brainstorm options for continuing to contribute your wisdom and experience
- Consider the types of challenges and personal development opportunities you'd like to explore and experience
- Map out practical first steps

COACHING AND MENTORING



- A **coach** is a person who invests in and interacts with an individual or group for the primary purpose of stimulating, motivating, and facilitating the growth, development, and performance of that individual or group.
- Spend MORE time studying successes!

- A **mentor** is an experienced or knowledgeable person who can help others who want to learn; it is the informal transmission of knowledge and social capital. Mentors provide guidance, role modeling, and psychological support for their "protégé."

FRAMEWORK

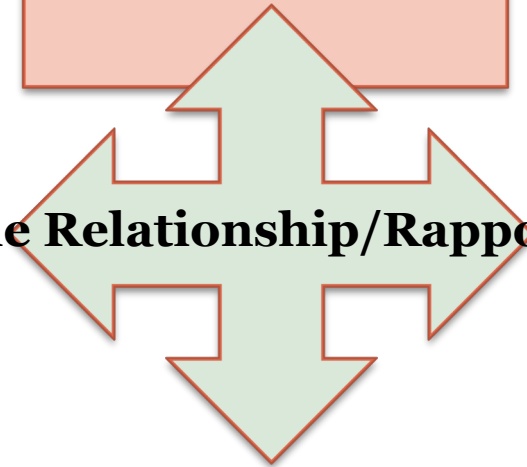


NAME
IT

CLAIM
IT

AIM
IT

Establishing the Relationship/Rapport Building



CLUES TO TALENT

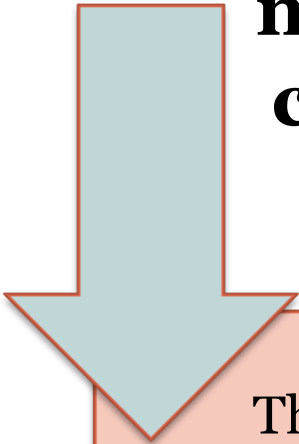


- **Yearning:** What activities are you drawn to naturally?
- **Rapid Learning:** What activities do you pick up quickly?
- **Flow:** In what activities do you seem to automatically know the steps to be taken?
- **Timelessness:** In what activities do you lose track of time? Time flies.
- **Glimpses of Excellence:** What activities have you had moments of subconscious excellence, thinking, “How did I do that?”
- **Satisfaction:** What activities give you a kick, when you finish you want to know when you can do it again.

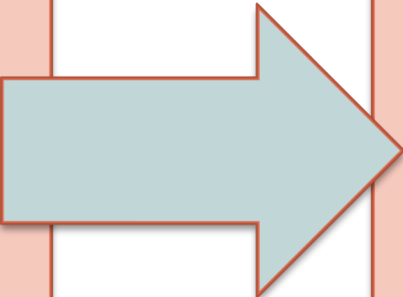
THE QUESTION: PEAK PERFORMANCE



Tell me about a peak experience in your life—one of those transformative moments when you were firing on all cylinders and when you were “in the flow.” Can you desire that for me?



Then mine for evidence of strengths to reflect back to the person.



Apply those strengths to a current situation or problem as a problem solving tool.

A PICTURE IS WORTH 1000 WORDS



- Select the image that best represents how you use your Strengths to create meaningful impact.
- How does this picture represent...
 - The way you interact with others?
 - How you manage the things you are responsible for each day?
 - What motivates and energizes you?
 - How you think about and process information?
- How are your top 5 Strengths represented in this picture?

DEEP DIVE: POWER AND EDGE OF STRENGTHS



- I. RESPONSIBILITY
- II. RESTORATIVE
- III. SELF ASSURANCE
- IV. SIGNIFICANCE
- V. STRATEGIC
- VI. WOO

RESPONSIBILITY



- When you take on a task, you don't say "I'll try to get this done for you," they don't try— they DO! Dependable, trustworthy, productive, reliable.
- Own their commitments—you do what you say you will, to doing what is right.
- Follow-through, getting it done right, and doing it on time are core values.
- Psychological ownership of what you commit yourself to.
- Bring stability to a group/team through their predictability
- Produce work of exceptionally high quality, but motivation for this quality comes from different place for each theme.
- Committing to something you are asked to do gives you great satisfaction—but watch out for saying yes to too much
- May not be good at delegating. You want to own projects.

RESTORATIVE



- Problem-solver! Bringing solutions to daily challenges. Addressing the realities of what is in front of you and fixing it!
- Look for turnaround situations--what can be saved or fixed. Look for places others have given up.
- Pull problem apart, examine it from all angles, find the root causes to understand all aspects and find solutions
- Some like to fix things, like to fix systems or processes, like to “fix” people
- Very valuable person to have in a crisis. You restore order and clean up the mess
- Be aware you might feel the need to create problems to solve where none actually exist.
- Be careful that you may have a tendency to jump in and rescue others

SELF-ASSURANCE



- Strong internal compass that compels you to live your life without much advice from others
- Need to be in control of your own destiny; Appreciation for their one and only life!
- Confident in what you do well, not threatened by others who have talents you do not. Good at recruiting and recognizing talent because you are secure in your own abilities
- Comfortable taking risks because they know how to get the risky thing done and know they will be successful
- Can instill confidence in others, others are inspired to follow you.
- Be aware, others could experience your confidence as arrogance.
- You may be stubborn and possibly hesitant to ask questions.

SIGNIFICANCE



- Understand that nothing you do is unimportant-no action is insignificant
- You take action that will influence present, but also future—leave a legacy
- Driven to do “important” work, projects that will make a difference or impact on the world
- You step forward when others step back, willingness to be in the public eye
- Significance can crave feedback, from feedback comes your drive for success and improvement.
- Your desire to be seen as significant in other’s eye can make you a powerful mentor—investing in others to make a difference
- Be careful not to be a braggart. Let your actions sing for you
- Be careful that your tunnel vision might make it hard for you to see important contributions of others

STRATEGIC



- Spot relevant patterns in any given scenario and can quickly create alternative and multiple ways to proceed
- Plans, backup plans, contingencies, what-ifs-helps you focus on the outcome you want to achieve
- Where others see complexity, you see patterns and alternatives. Persistent. You are several moves ahead.
- Can see the big picture. Can be a source of optimism (see various paths forward if one does not work out)
- In working with others, be sure to “show your work” so others can come with you.
- Can slow things down with desire to explore all alternatives.

Woo



- “Winning Others Over;” being socially awake and aware. Comfort among people; energy from others.
- Warm and outgoing, people are drawn to you. There are no strangers, just friends you have not met yet.
- Natural networkers, love meeting new people and easily break the ice and make connections.
- Woo is socially fast -- easily and quickly making personal connections. Love meeting new people.
- Set people at ease with your friendliness; you are quick to praise others.
- Can have a desire and need to be liked; can be perceived as insincere, “salesy”

REVIEWING WHERE WE HAVE BEEN



- Positive Psychology – Don Clifton
- Understanding your Strengths
 - Theme Dynamics
 - 4 Domains of Strength
 - Balconies/Basements
 - Raw/Mature Talents
- Development of the CliftonStrengths Assessment
- Strengths Development Cycle/Leveraging Strengths
- Goal Setting for Retirement
- Coaching and Mentoring Others

THANK YOU!
QUESTIONS?



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