A Lifetime of Strengths

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Relator – Empathy – Responsibility – Arranger – Discipline
Agenda

I. Maximizing Values
II. 4 Domains of Strengths
III. Powerful Partnerships
IV. Strengths in Groups/Teams
V. Deep Dive Into Next 5 Themes
Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness That most frightens us.

We ask ourselves Who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you not to be?

. . . as we let our own light shine, We unconsciously give other people permission to do the same. As we're liberated from our own fear, Our presence automatically liberates others.

---Marianne Williamson
We can live examined lives through the lens of strengths, but we need help to find openings to examine, explore, experiment with, and engage them.

- Refining our talents
- Our talents help us activate our values.
- Values trump our talents.
Four Domains of Team Strength

- **Executing**
  - Know how to make things happen; ability to “catch” an idea and make it a reality

- **Influencing**
  - Reach a broader audience; sell the team’s ideas inside and outside the organization

- **Relationship Building**
  - Glue that holds the team together; create groups and organizations that are much greater than the sum of their parts

- **Strategic Thinking**
  - Focused on what could be; absorb and analyze information to make better decisions
Four Domains of Team Strength

- Executing
- Relationship Building
- Strategic Thinking
- Influencing

Task-Oriented
Present-Oriented
People-Oriented
Future-Oriented
## Four Domains

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“We each contributed something the other lacked. I had a sense of design and style, and she could find words that reached out and connected with others in meaningful ways.”
Focus \textcolor{red}{\cap} \textcolor{brown}{\text{Maximizer}} = \textcolor{green}{\text{Attentive Excellence}}

\textcolor{red}{\text{Positivity}} \textcolor{brown}{\cap} \textcolor{brown}{\text{Learner}} = \textcolor{green}{\text{Hopeful Inquiry}}
Strengths and Engagement

• People who use their strengths are 6x more engaged on a task.

• Groups that focus on strengths everyday have 12.5% greater productivity.
Our Best “Work”

Essential Work
Priorities and Objectives

Passions
Tasks that Engage the Mind and Spirit

Strengths
Competencies and Expertise

The Sweet Spot
Principles for Strengths in Collaboration

- Themes are neutral.
- Themes are not labels.
- Lead with positive intent.
- Differences are advantages.
- People need one another.
Successful Strengths Based Groups/Teams

• Each person is guided by their unique talents, so the same situation can produce different reactions
• What is “easy” for one person, may be “difficult” for another
• When group members are aware of each other’s talent filters, they understand how each person is inclined to think, act, and feel.
• Invest in each person’s greatest talents to optimize a group’s performance
Deep Dive: Power and Edge of Strengths

I. CONSISTENCY
II. CONTEXT
III. DELIBERATIVE
IV. DEVELOPER
V. DISCIPLINE
VI. EMPATHY
Consistency

- About justice, fairness
- Person-oriented rather than directed at activities or things
- Focus on equity, not equality—fair, but does not treat everyone the same
- Bridges and practical and emotional
- Likes routine, stability and predictability. Doing what works over and over because it work.
- Rule followers.
- Recognize safety people with this strength create for others
• Like to consider how past informs present and future. Sort chaos into a timeline. Need time to do their "homework"
• Temptation to always look to past because it seems more clear.
• Can look like slowing down the process, or resistance to change.
• Ask: what were our most important failures or successes in the past? Metrics are important.
• Worry less about being creative—focus on building on things from past
• Understanding that things cycle and happen again, but exploring how we can make better decision going forward is key
• Good story “listeners”—understanding importance of folklore
Deliberative

- Think before they act and research alternatives; good at making choices that matter.
- They can anticipate the unforeseen and make contingency plans.
- They prefer to have 100% confidence before moving forward.
- Patient, contemplative—diligence in decision making, great listeners.
- Enjoy the process of sorting through options and cerebral execution; sometimes need privacy for this.
- Note those moments that they are confidence and clarity, that is a clue that it's something important to them—values.
- Need a one liner to help others understand your process.
Developer

• Natural ability to say tomorrow will be better than today.
• Relationship focused—investment in others. Believe every person they encounter is on the pathway to getting better at something.
• Encourage, facilitate growth of others—ask people about their goals/strengths (coach is role they role)
• Thoughtful, smart, and might know how to configure effective teams
• All growth is good growth—worry less about holding back praise
• May hang on too long to underperformers in management situations; impossible for them to give up on someone
Discipline

• Bring stability and order to chaos, create routines, stability and predictability. Create safety for others.
• Help others come up with a plan, then leave to others to execute.
• It hungers for structure and cleanliness and order to even breathe better.
• Look for practical relationships about what is. It's about dealing with what's in front of you rather than imaging "what if".
• Organize tasks to maximize effort; about movement through a process in a way that is structured and sensible.
• Ask for permission to be the person who sorts and organizes; help others do this.
• Good at helping a thought partner execute
Empathy

- Emotional barometer, intuition – might surprise you how well they can pin you—it’s not a show, its awareness; be honest with them about your own emotions.
- Understanding your message and how other people's messages are being absorbed by others; speak up for people who feel are not being heard.
- It's not just sensing but anticipating the reaction and needs of other people—and tailoring it to meet those needs.
- Need space and freedom to release their own emotion—carry a lot for yourself and others.
- Partnering: play back to them great words they use to describe emotion, help them build a vocabulary library to describe emotion; move from sensing into performance.
Thank you!
Questions?

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