

# A LIFETIME OF STRENGTHS

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**RELATOR – EMPATHY – RESPONSIBILITY – ARRANGER – DISCIPLINE**

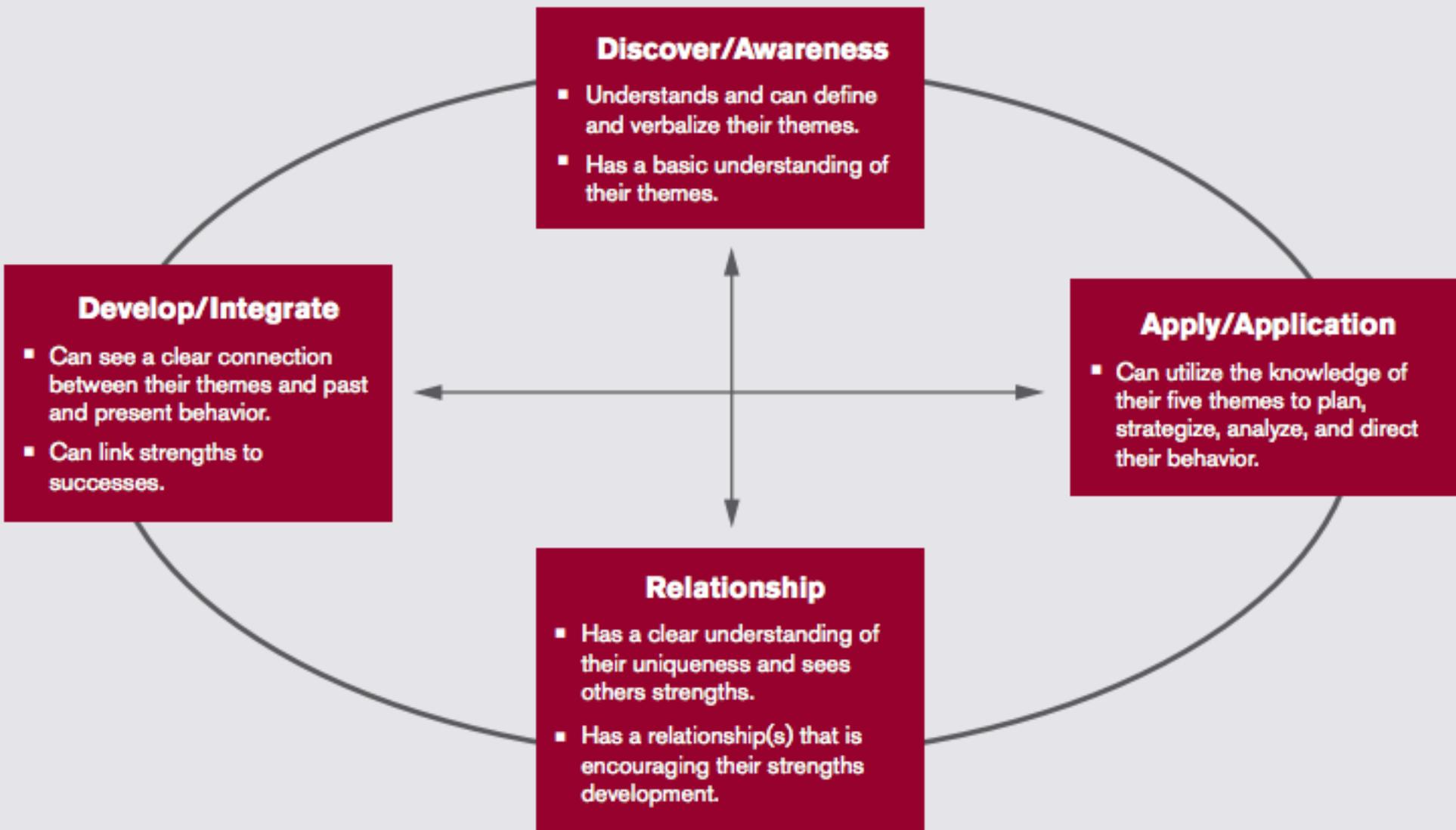
# AGENDA-WEEK 5



- I. PEAK PERFORMANCE/AIMING YOUR TALENTS
  - II. RAW VS. MATURE TALENTS
  - III. STRENGTHS IN ACTION
- IV. DEEP DIVE ON NEXT 6 THEMES

# Strengths Development

## Strengths Development Framework



# PEAK PERFORMANCE



## Theme Intervention

- What challenge are you currently facing?
- Why is it important?

**Goal**

- What theme has the most natural connection to my goal?
- How can my X talent help me address this?

- What theme am I not using that I could?
- What is one thing I could do right away to start addressing this challenge?

**Outcome**

# REFINING TALENTS INTO STRENGTHS



- If you haven't invested in your talents – knowledge, skills, & practice – then when you use your talent(s), you're not going to be very productive.
- Yes, you'll still probably be better than someone who doesn't have that talent, but you're not going to **nail** your performance.
- When you **invest** in your talents, your talents become Strengths. They become your superpowers.

# RAW VS. MATURE TALENTS



## RAW

- Raw talent that is talent that is uninformed, inexperienced, tends to be more **self-oriented** and is often unproductive.
- *“Raw talent is much more dangerous and visible than weakness.”*

## MATURE

- Mature talent is talent that is well-informed, more practiced, tends to be more **others-oriented** and highly productive.

# COMPETITION

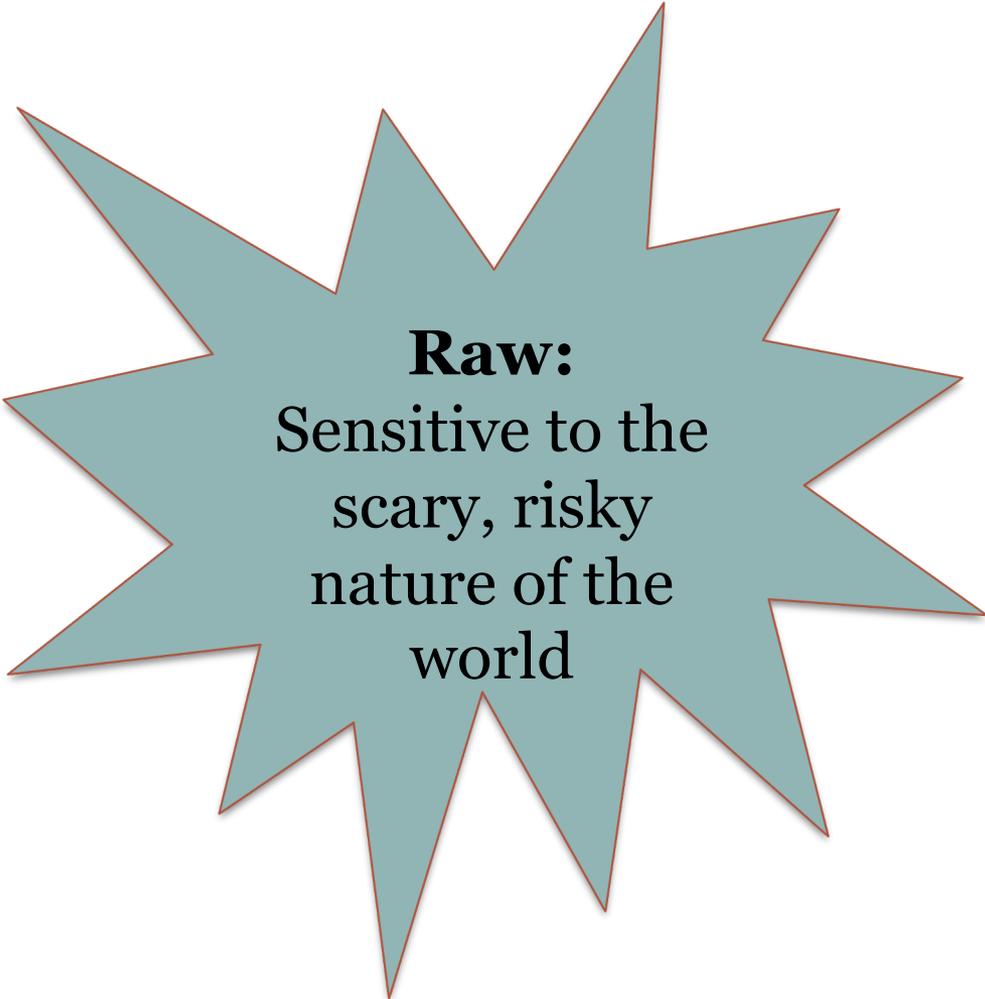


**Raw:**  
Feels bad after a  
loss



**Mature:**  
Remembers  
feeling bad after  
a loss and uses  
it as a source of  
motivation to do  
better.

# DELIBERATIVE



**Raw:**

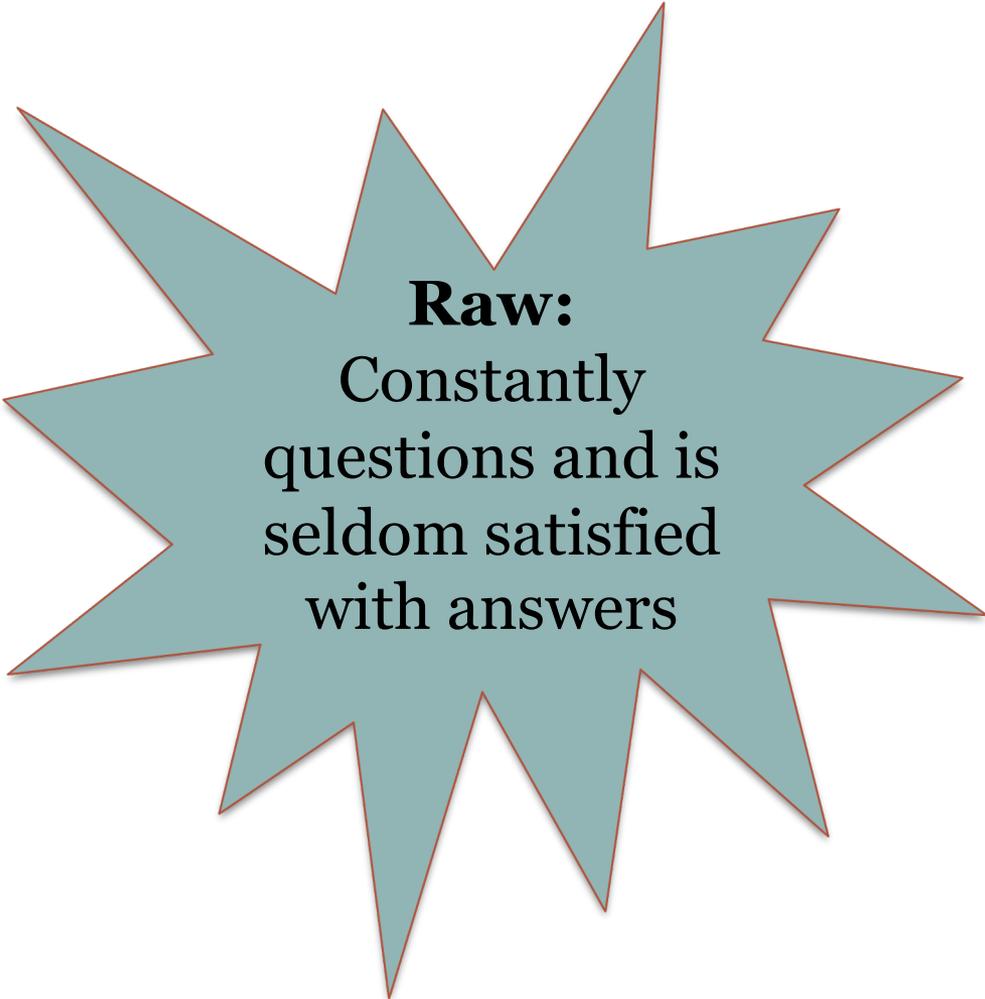
Sensitive to the  
scary, risky  
nature of the  
world



**Mature:**

Has careful  
vigilance that  
protects and  
prevents

# ANALYTICAL



**Raw:**

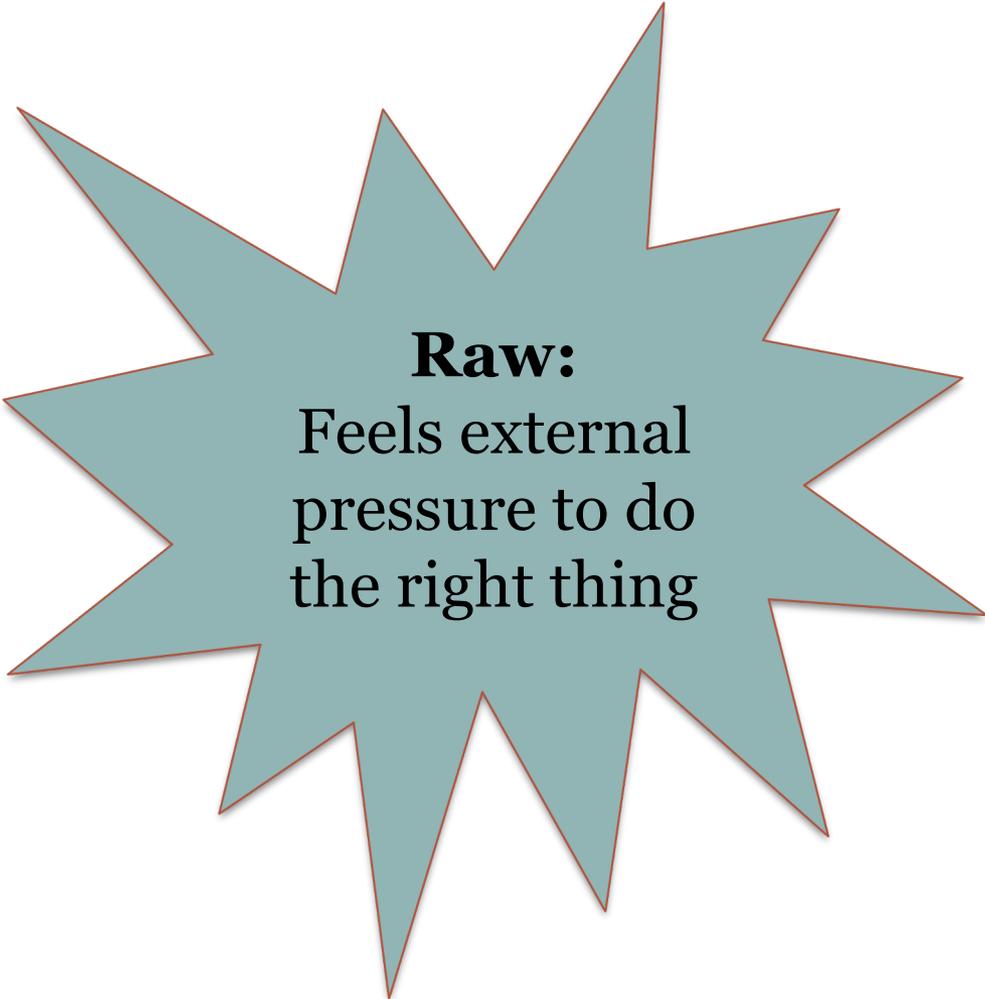
Constantly  
questions and is  
seldom satisfied  
with answers



**Mature:**

Makes  
meaningful sense  
of complex  
realities.

# RESPONSIBILITY



**Raw:**

Feels external pressure to do the right thing



**Mature:**

Feels internal pleasure when doing the right thing

# ACHIEVER



**Raw:**

Has an urge to  
keep busy doing  
anything



**Mature:**

Wants to  
produce needed  
results

# PEAK PERFORMANCE



## Theme Intervention

- What challenge are you currently facing?
- Why is it important?

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**Outcome**

# 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

# STRENGTHS IN ACTION



- To what kind of activities are you naturally drawn?
- What kind of activities do you seem to pick up quickly?
- When do the “steps” just come to you automatically?
- When have you had moments of subconscious excellence when you thought, “How did I do that?”
- What activities did you finish and then ask, “When can I do that again?”

# DEEP DIVE: POWER AND EDGE OF STRENGTHS



- I. INPUT
- II. INTELLECTION
- III. LEARNER
- IV. MAXIMIZER
- V. POSITIVITY
- VI. RELATOR

# INPUT



- Naturally inquisitive. Their need to know more can be limited to a particular subject area – but sometimes that is not the case; they want to know more about everything they encounter.
- “I can get more information;” asks lots of questions. Information is golden; it is the “prize”
- Collectors/archivers of things, ideas, or both. Storers, sorters and organizers of information.
- Utilitarian nature to Input; Ideas and even objects are saved because they may be useful, either now or in the future--about absorbing information for future “squeezing,” ringing out of content.
- Can be hard for those with input to make decisions because there will always be more information

# INTELLECTION



- I think, therefore I am! Always thinking, always pondering -- always the internal hum of the mind
- Introspective. Need time for musing, reflection. Comfortable in solitude.
- “Let me think about it and get back to you” is mantra.
- Nature of subject of thought depends on their other themes and interests. They turn it over, examine it, explore it and carry it out to its logical conclusion. Notice things others may have missed.
- Look for opportunities to go deeper on a given subject.
- Can sniff out an impostor and values spending time with those whose plans are genuinely well thought out.
- Tend to get lost in your thoughts.

# LEARNER



- Simply, the joy of learning motivates you. Focus is on process rather than means to an end.
- Taking classes, getting advanced degrees, these things light up learners. Need novelty.
- Don't ask lots of questions, rather satisfying the inquisitive itch for a Learner typically takes the form of deep and thorough exploration through individual research online or in the library, taking a class, or spending regular time with a subject matter expert.
- Can be interested in mastery. Can also want to learn a little about everything! (depends on other strengths and intensity of learner talent)
- Love to help others learn, natural teachers; willingness to learn makes you open to change.

# MAXIMIZER



- The relentless pursuit of perfection is the goal; take something great and make it superb.
- Drawn to talent. Want to develop their own AND those of others.
- Choosy-- about the projects they take on, about the people they surround themselves with, about the hobbies they pursue.
- Want to spend time with others who value and strive for excellence as much as they do.
- Don't derive energy from fixing what is broken; rather they want to build toward greatness.
- Never satisfied with "good enough;" you hold yourself and others to the highest standard. Tend to evaluate rather than celebrate.

# POSITIVITY



- “Most people are about as happy as they make up their minds to be.” - Lincoln
- Multipliers of hope, quick to smile, laugh, give praise. Need freedom to experience the joy of life.
- Not that they are unrealistic about challenges, rather that they see attitude as a choice and they choose to have a positive attitude in the face of adversity.
- Positive outlook forms the foundation of their relationships with others
- Inspires others to see possibilities rather than problems
- Focus on good extends to people, and because you see what is right about them, others gain self-confidence from your belief in them.
- Be careful to be genuine in your praise of others.

# RELATOR



- Understand the rarity and value of true friendship; selective, tending to be slow and cautious in establishing relationships.
- You care about people-AND they know it. You can deliver hard news because people know you care.
- Authenticity that draws others to you, they feel you can be trusted.
- Paradox in relator: others want to open up to you, but you don't want to open up as quickly until you get to know someone. Can be slow to warm up to others.
- Few “make the cut” and become part of your inner circle.
- Emotional investment in others can be taxing.
- Others can perceive and experience you as cliquish and exclusionary

THANK YOU!  
QUESTIONS?



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