



R&D Stats - CIA StrengthsFinder

March 5, 2019



Agenda

- Introduction to StrengthsFinder
- Team Results
- Individual Results

Intro to StrengthsFinder

- 34 strengths
 - Your top 5 strengths are listed in order, starting with your strongest
- 4 domains
 - **Executing:**
 - *People with dominant strength in the Executing domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done.*
 - **Influencing:**
 - *Those who lead by Influencing help their team reach a much broader audience. People with strength in this domain are always selling the team's ideas inside and outside the organization.*
 - **Relationship Building:**
 - *Those who lead through Relationship Building are the essential glue that holds a team together. leaders with exceptional Relationship Building strength have the unique ability to create groups and organizations that are much greater than the sum of their parts.*
 - **Strategic Thinking:**
 - *People with great Strategic Thinking strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions.*

Quick Discussion

What domain is most important for your team?

34 Strengths

Executing

Achiever
Arranger
Belief
Consistency
Deliberative

Discipline
Focus
Responsibility
Restorative

Influencing

Activator
Command
Communication
Competition

Maximizer
Self Assurance
Significance
Woo

Relationship Building

Adaptability
Connectedness
Developer
Empathy
Harmony

Includer
Individualization
Positivity
Relator




Strategic Thinking

Analytical
Context
Futuristic
Ideation

Input
Intellection
Learner
Strategic

Kick Off Activity

Using your knowledge of the 4 domains, take a couple of minutes to guess your partner's Top Domain & Strength

- Francis  • Lei
- Kim  • Alexander
- Molly  • Peter De Chavez
- Ron  • Hua
- Mumu  • Peter Herring
- Jason  • Jenna
- Julian  • Shankang

Kick Off Activity

Using your knowledge of the 4 domains, take a couple of minutes to guess your partner's Top Domain & Strength

Context	• Francis	←→	• Lei	Includer
Harmony	• Kim	←→	• Alexander	Learner
Achiever	• Molly	←→	• Peter De Chavez	Activator
Achiever	• Ron	←→	• Hua	Maximizer
Analytical	• Mumu	←→	• Peter Herring	Analytical
Relator	• Jason	←→	• Jenna	Learner
Relator	• Julian	←→	• Shankang	Empathy

Team Strengths

Your Team

	Theme 1	Theme 2	Theme 3	Theme 4	Theme 5
James	Achiever	Competition	Consistency	Includer	Harmony
Francis	Context	Harmony	Maximizer	Positivity	Developer
Kim	Harmony	Consistency	Empathy	Developer	Positivity
Peter De Chavez	Activator	Connectedness	Maximizer	Analytical	Significance
Ron	Achiever	Learner	Analytical	Focus	Futuristic
Peter Herring	Analytical	Adaptability	Ideation	Self-Assurance	Learner
Jason	Relator	Significance	Strategic	Responsibility	Maximizer
Shangkang	Empathy	Input	Context	Ideation	Harmony
Lei	Includer	Ideation	Intellection	Learner	Restorative
Alexander	Learner	Achiever	Deliberative	Command	Harmony
Molly	Achiever	Responsibility	Consistency	Learner	Harmony
Hua	Maximizer	Analytical	Achiever	Deliberative	Learner
Mumu	Analytical	Deliberative	Consistency	Relator	Focus
Jenna	Learner	Achiever	Analytical	Competition	Focus
Julian	Relator	Strategic	Futuristic	Deliberative	Achiever

Quick Discussion

Is there anything on this chart that surprises you?

Does this accurately describe your team?

Are there any gaps/opportunity areas you see for your team?

Team Summary

Top Strengths

- **Achiever (7)**
- **Learner (7)**
- **Harmony (6)**
- **Analytical (6)**
- **Consistency (4)**
- **Deliberative (4)**
- **Maximizer (4)**

What's Missing?

- **Arranger**
- **Belief**
- **Discipline**
- **Communication**
- **Woo**
- **Individualization**

Quick Discussion

Looking at the strengths that are missing, are you surprised that these are missing strengths?

Group Activity – 15-20 minutes

- Break into 3 groups
- Choose two missing strengths and discuss how you might address those gaps in your team
- Report back to the team on:
 - Which two missing strengths you chose
 - Your recommendations on suggestions to address the gaps

Team Takeaway

You are a strong team of high **achievers**, with a strong **analytic** skillset, who are able to create a **harmonious** environment. Continue to leverage your desire to **learn** to **communicate**, be **disciplined**, and be **self-assured** in your skills.

Individual Strengths

Discussion Question

Did your strengths surprise you? Do you agree that these are your top strengths?

Thinking about your top strengths, which one do you use the most frequently?

Activity: Your Strengths

- Take 5 minutes to read through the personalized strength insight, “What makes you stand out” for your top strength.
 - Are there any words, phrases, or lines that stand out to you?
- Please share:
 - One thing that is most similar to you and the way you work
 - One thing that you feel is very different to the way you work

Activity: Development Plan

Development Plan Exercise

Step One: Looking at the handout with the 34 strengths listed, select two "strengths" that you feel are key areas for opportunity in your development.

Step Two: Think of an upcoming project or initiative you have in the next 3 months.

Step Three: List ways you can incorporate your two areas for opportunity into your tasks for this project or initiative.

[illegible]

Step Four: How can implementing these “strength opportunities” into your everyday tasks help you to develop them into *assets*?

[illegible]

Step One: Looking at the handout with the 34 strengths listed, select two “strengths” that you feel are key areas for opportunity in your development.

Step Two: Think of an upcoming project or initiative you have in the next 3 months.

Step Three: List ways you can incorporate your two areas for opportunity into your tasks for this project or initiative.

Step Four: How can implementing these “strength opportunities” into your everyday tasks help you to develop them into a strength?

Wrap Up & Questions

