

Harnessing Your Strengths and Invisible Skills

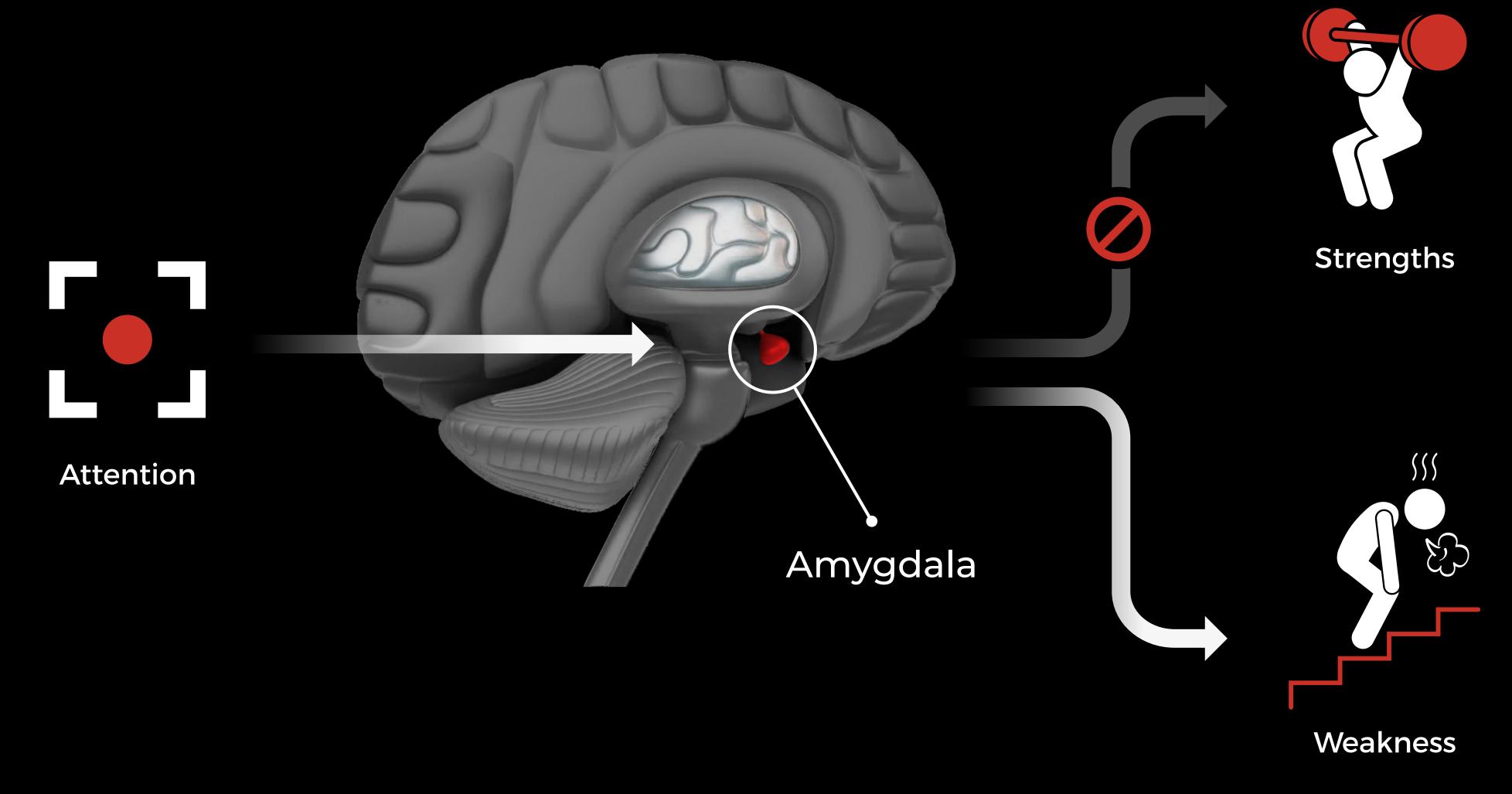
#### What Is A Strength?

#### Strengths are defined as

a pre-existing capacity for a particular way of behaving, thinking, or feeling that is authentic and energizing to the user, and enables optimal functioning, development and performance.

- (Linley, 2008, p.9)

#### Our Amygdala Directs Attention to Weaknesses Not Strengths



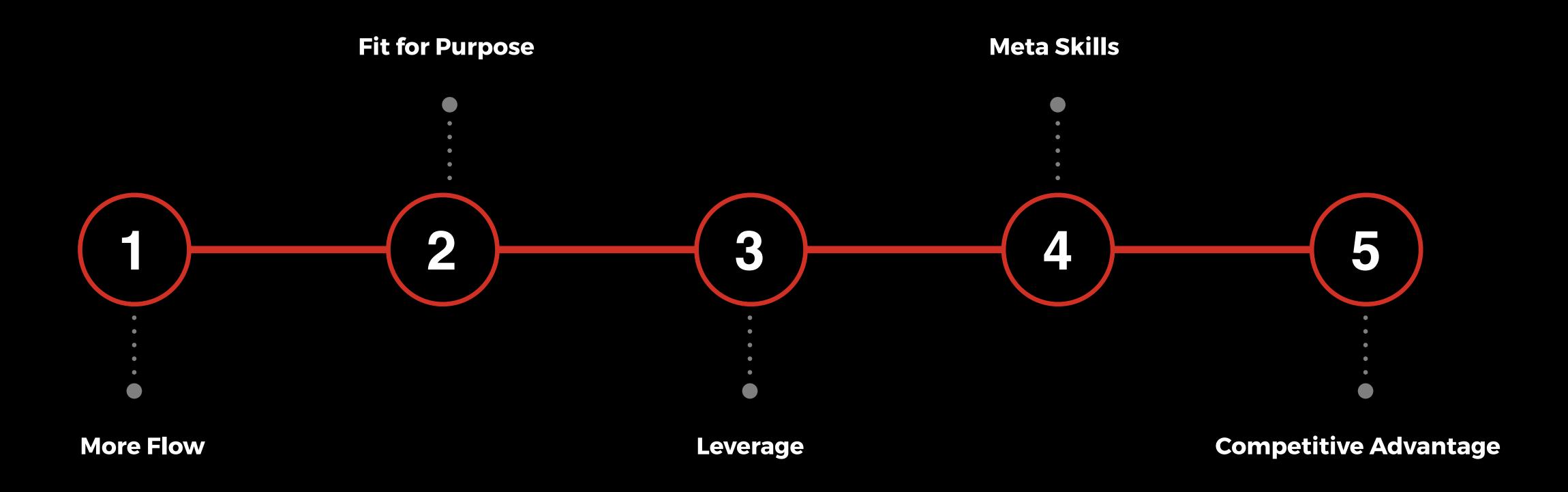
#### The Gallup Mega Study on Strengths

- 1. 49,495 business units with 1.2 million employees across 22 organizations in seven industries and 45 countries.
- 2. Six outcomes: Sales, profit, customer engagement, turnover, employee engagement and safety.
- **3. 90%** of workgroup studies had performance increases at or above the following ranges:
  - 10% to 19% increased sales
  - 14% to 29% increased profit
  - 3% to 7% higher customer engagement
  - 6% to 16% lower turnover
     (low-turnover organizations)

- 26% to 72% lower turnover
   (high-turnover organizations)
- **9% to 15%** increase in engaged employees
- 22% to 59% fewer safety incidents
- 98% of employees who have managers that don't focus on their strengths are disengaged
- 4. People who use their strengths every day are 3x times more likely to be engaged at work.
- 5. 8% increase in productivity for employees who just KNOW what their strengths are.



### Why Is A Strengths Based Approach to Development so Important?



#### 1 - More Flow:

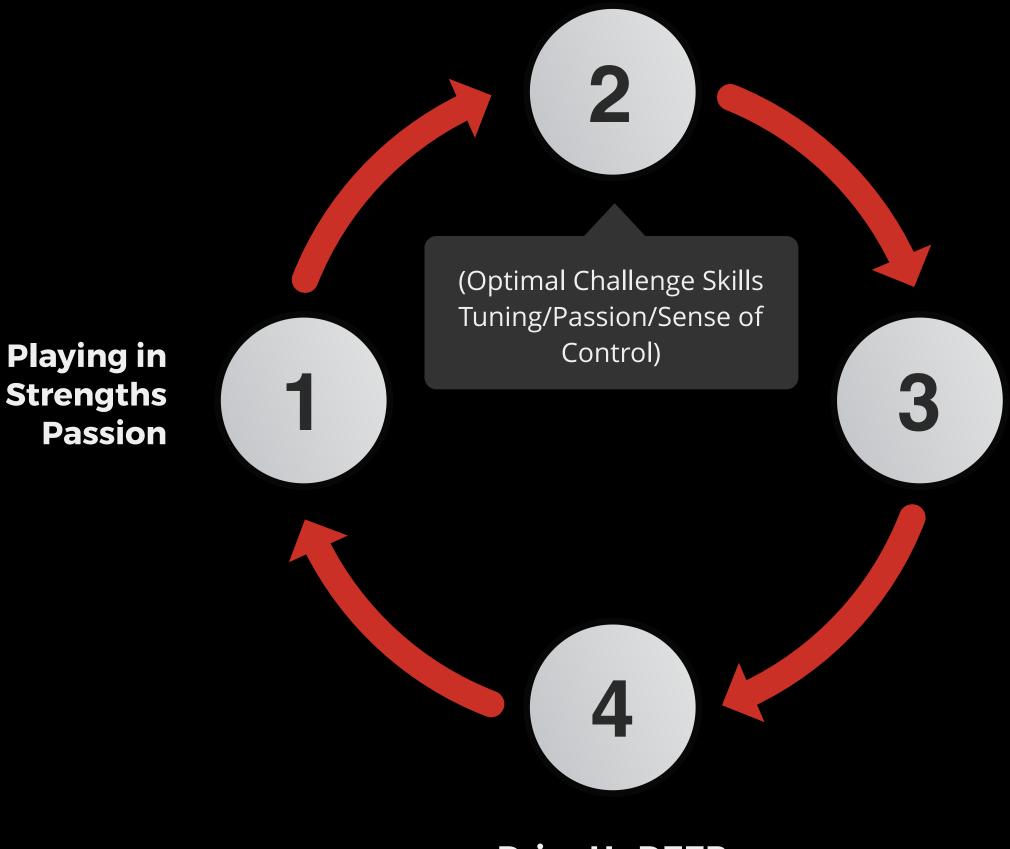
# Strengths Drives Flow which Improves the Strength which Drives More Flow



#### 1 - More Flow:

## Strengths Become a Compounding Feedback Loop For Flow





Amplified Norepinephrine and Dopamine

**Drive Us DEEP** into Flow

#### 2 - Fit for Purpose:

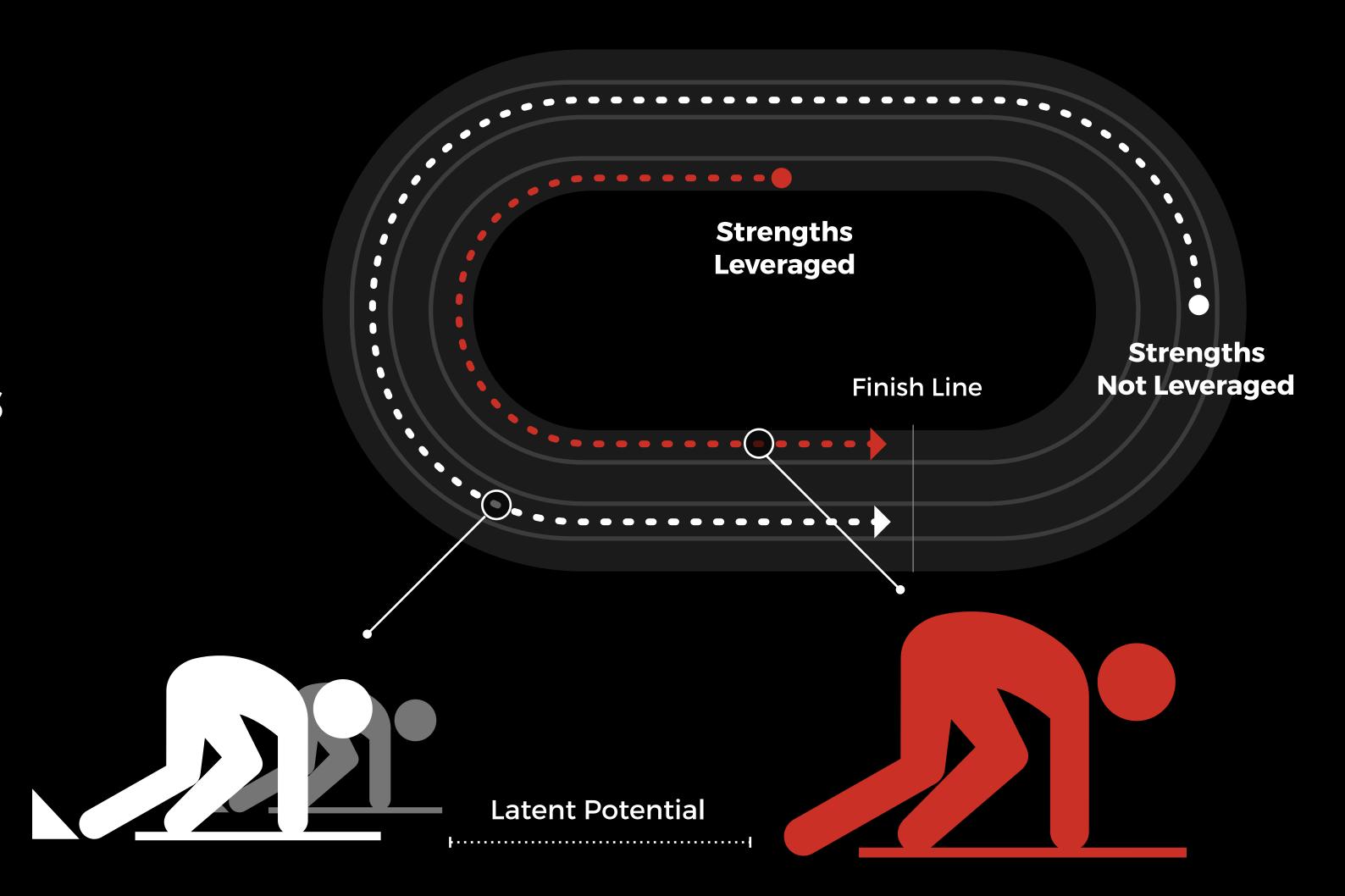
## A Compartmentalized Fixed Mindsets about Strengths

You cannot be anything you want to be - but you can be a whole lot more of who you already are.

— Tom Rath, Strengths Finder 2.0

#### 3 - Leverage:

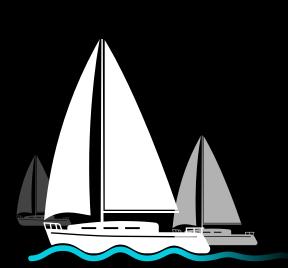
## Finding Your Strengths Means Awakening Latent Potential



#### 4 - Meta Skills::

### A Rising Tide Lifts All Boats

Mastering Your Strengths Will Improve Your Weaknesses

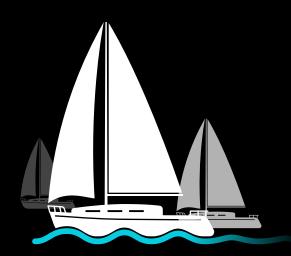


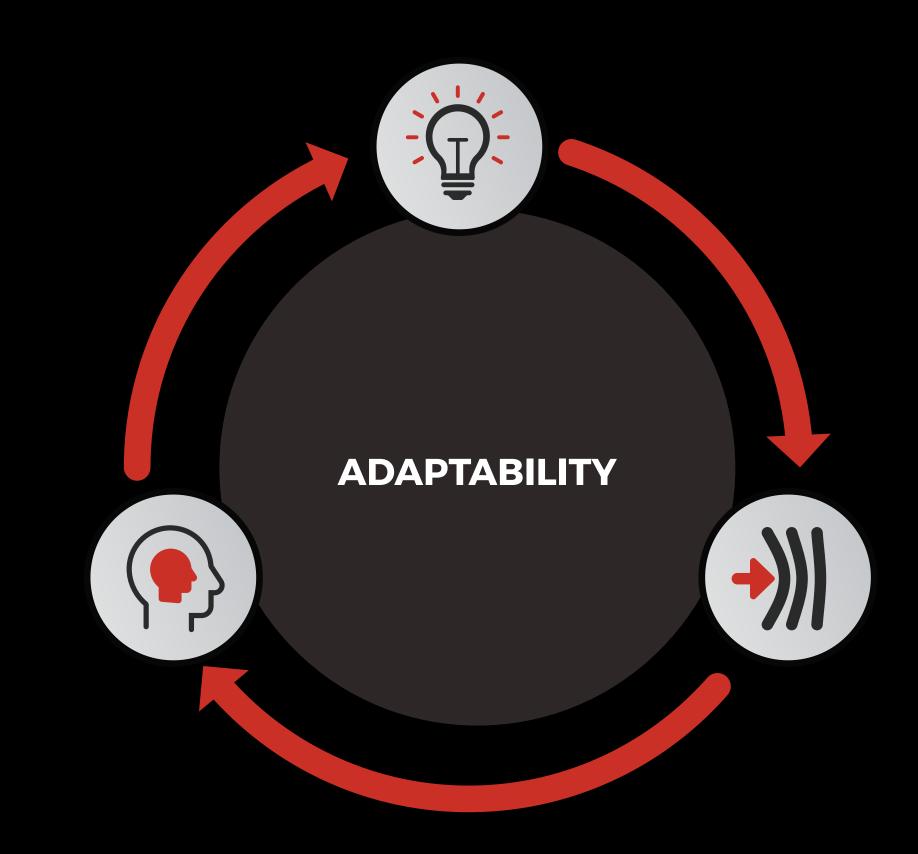
- As you develop a strength and become better and better, you'll develop meta-skills.
- These meta skills will feed back into everything else you do—improving everything.

#### 4 - Meta Skills::

### A Rising Tide Lifts All Boats

Mastering Your Strengths Will Improve Your Weaknesses







- Problem Solving
- Improvise
- Innovative



#### Resilience

- Experiment
- Overcome Failure
- Learn



#### **Self-Awareness**

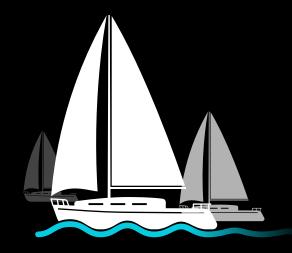
- Accept Reality
- Know Oneself
- Empathy



#### 4 - Meta Skills::

#### A Rising Tide Lifts All Boats

Mastering Your Strengths Will Improve Your Weaknesses



The illiterate of the 21st century will not be 55 those who cannot read and write, but those who cannot learn, unlearn, and relearn.

— Alvin Toffler

Modern work demands knowledge transfer: ""
the ability to apply knowledge to new situations and different domains.

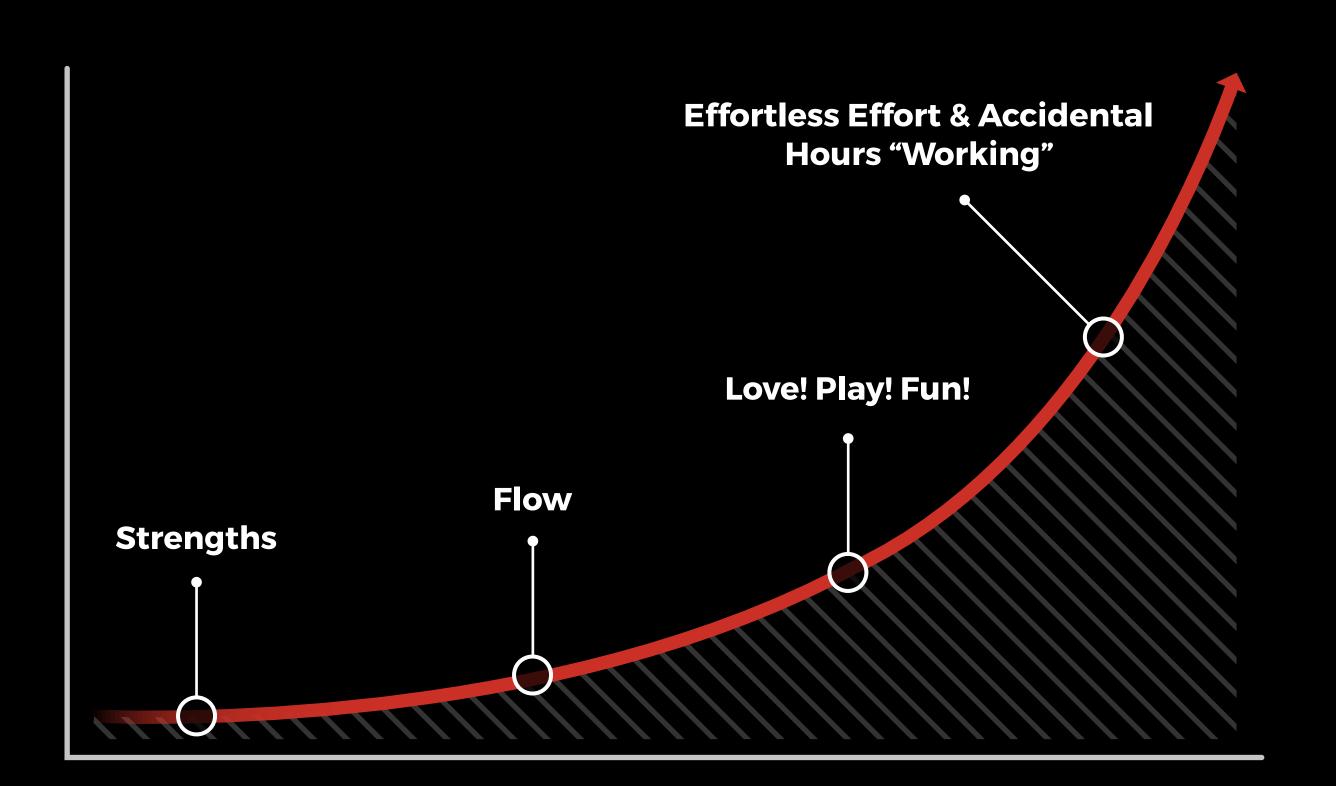
— David Epstein

Range: Why Generalists Triumph in a Specialized World

Skills are temporary; meta-skills are permanent.

#### 5 - Competitive Advantage:

### It Makes Work Play which Makes You Unbeatable

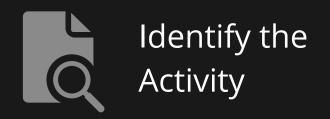


#### Exercise 1

### The Buckingham Strengths Finder Reflection

A strength is a function that you can perform that meets the following criteria:

- 1 You are great at it, not just "good"
- 2 Anticipating the activity arouses excitement and positive emotion
- You find it easy to drop into flow when performing the function
- 4 Performing the function energizes and invigorates you





Identify the Associated Strength (e.g. Facilitating Group Brainstorming Sessions)



Leading A Group Through Vulnerability & Creativity





#### Exercise 2:

### The Linley Strengths Spotting Protocol

Adapted from Average to A+: Realising Strengths in Yourself and Others,

by Alex Linley, published by CAPP Press, 2008.

- Childhood Memories: What do you remember doing as a child that you still do now but most likely much better? Strengths often have deep roots rom our earlier lives.
- **Energy:** What activities give you and energetic buzz when you are doing them? These activities are very likely calling on your strengths.
- **Authenticity:** When do you feel most like the "real you"? The chances are that you will be using your strengths in some way.
- **Ease:** See what activities come naturally to you, and at which you excel sometimes, it seems, without even trying. These will likely be your strengths.
- Attention: See where you naturally pay attention. You're more likely to focus on things that are playing to your strengths.





#### Exercise 2:

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Adapted from Average to A+: Realising Strengths in Yourself and Others,

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- **Rapid Learning:** What are the things that you have picked up quickly, learning them almost effortlessly? Rapid learning often indicates and underlying strength.
- Motivation: What motivates you? When you find activities that you do simply for the love of doing them, they are likely to be working from your strengths.
- **Voice:** Monitor your tone of voice. When you notice a shift in passion, energy and engagement, you're probably talking about a strength.
- Words and Phrases: Listen to the words you use. When you're saying "I love to..." or "It's just great when...," the chances are that it's a strength to which you are referring.
- "To do" lists: Notice the things that never make it on to your "to do" list. These things that always seem to get done often reveal an underlying strength that means we never need to be asked twice.





#### Exercise 3:

### The Million Dollar Question

How would you engage yourself daily if money was infinite?

For accuracy: Untether the strength from the application of the strength.

#### Exercise 4:

## Building Your Baseball Card with Strengths Assessments



### What we've Covered:

Discovering the Latent Leverage within You

#### Exercise:

### Buckingham Finder Reflection and Million Dollar Question!



Download Workbook to Get Started

