

Strengths-Based Leadership

Terry College of Business
MSBA - BUSN 7900
Fall 2024

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PART 1:

WHAT IS STRENGTHS-BASED DEVELOPMENT

YOUR UNIQUE STRENGTHS

"A leader needs to know their strengths as a carpenter knows their tools, or as a physician knows the instruments at their disposal.

What great leaders have in common is that each truly knows their strengths – and can call on the right strength at the right time.

This explains why there is no definitive list of attributes that describes all leaders."

-Dr. Donald O. Clifton, Father of Strengths Psychology

YOU AREN'T SUPPOSED TO BE GOOD AT EVERYTHING!

What a relief!

A strengths-based approach can be a new way of thinking:

*Start by focusing on what people do well.
Collaborate to get the job done.*

Then, work on emphasizing and developing those natural affinities
to help individuals become even more productive.

 Victor Linao
@Linaowinmo

"Diamonds are formed under pressure"
And bread dough rises when you let it rest
We're all our own things. What's motivating to you may be crippling to others.

 kingscrown666
There's an old saying (I think it's Russian): the same boiling water that softens the potato will harden the egg



PEOPLE WHO FOCUS ON THEIR STRENGTHS

3X

as likely to report having an excellent quality of life

6X

as likely to be engaged at their workplace



Only 1 in 33 million people will share your top 5 in order

EVERYONE HAS TALENT

TALENT

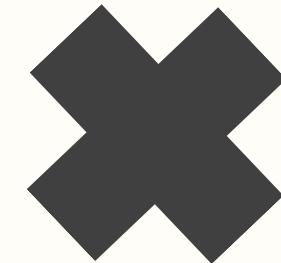
Naturally recurring pattern of thought, feeling, or behavior that can be productively applied

Leading with your top talents will help you build strengths without sacrificing your energy

RECIPE FOR STRENGTHS

TALENT

natural way of thinking,
feeling, or behaving
“raw material”



INVESTMENT

time spent developing
your skills or building your
knowledge base



STRENGTH

ability to consistently
provide near-perfect
performance in a
specific task

The natural talent of confronting others comes from the COMMAND theme. This might be great “raw material” for a salesperson. However, in order to be the best salesperson, one must invest in the talent (learn the trade, find clients, be persuasive, etc.)

PART 2:

WHAT ARE YOUR NATURAL
TALENTS?

34 TALENT THEMES

Executing

Influencing

**Relationship
Building**

**Strategic
Thinking**

Are there any that we do not understand or would like to discuss?

Achiever
Arranger
Belief
Consistency
Deliberative
Discipline
Focus
Responsibility
Restorative

Activator
Command
Communication
Competition
Maximizer
Self-Assurance
Significance
Woo

Adaptability
Connectedness
Developer
Empathy
Harmony
Includer
Individualization
Positivity
Relator

Analytical
Context
Futuristic
Ideation
Input
Intellection
Learner
Strategic

Pop Quiz!

EXECUTING

Those with dominant themes in the Executing domain know how to make things happen.



make it a reality.

INFLUENCING

Those with dominant themes in the Influencing domain help their team reach a



group is heard, look to someone with the strength to influence.

RELATIONSHIP BUILDING

Those with dominant themes in the Relationship Building domain can provide



exceptional Relationship Building strength have the unique ability to help the group become much greater than the sum of its parts.

STRATEGIC THINKING

Those with dominant Strategic Thinking themes are the ones who keep the team



the team's thinking for the future.

PART 3:

ACKNOWLEDGING
WEAKNESSES AND
NON-DOMINANT TALENTS

IF I WERE TO ASK YOU...

How can you identify your weaknesses through your report?

WHAT WOULD YOU SAY?

IT IS NOT:

1 - 10: Strengths

11 - 34: Weaknesses

INSTEAD, CONSIDER:

The “Regina George” Voice

Because of your strengths, you long to know more so you remain on the cutting edge of your field or areas of interest. Your inventive mind usually generates more possibilities than you can handle or fund. Nonetheless,

Because of your strengths, you may appreciate people who are not worrywarts. You might work better with individuals who avoid fretting over unimportant details. These people might approach everyday situations or

Driven by your talents, you might prefer to enroll in a difficult class rather than register for the easiest one. Perhaps comparing how well you are doing in relation to others has meaning only when you earn the best grades in the hardest courses. To some extent, you crave recognition for your knowledge and winning spirit.

Also: “shadow side of strengths” or “basements”

HOW TO THINK ABOUT THE FULL 34

1 - 10: Prescription Eyewear

11 - 24: Sunglasses

24-34: New Years Eve Glasses

PRACTICE WITH YOUR TOP 5

Write a strength statement for each of your top 5 themes.

Individualization: I enjoy observing each person's style and motivation, how they think, and how they go about building relationships and leading others.

Consider: How might you use your strength statements to support your career development?

SO, WHAT'S NEXT?

- For interview preparation, have a “STAR”-outlined story to exhibit each of your top 5 talent themes in action
- Infuse keywords into your Elevator Pitch, LinkedIn About Me, and “Tell me About Yourself” interview answers
- Use specific examples of your talent themes showing up at work throughout your Cover Letter
- Aim to infuse at least 3-5 strength-oriented bullet points into your Resume using language from your top 5 report
- Schedule to meet with Brionna 1:1 for individualized strengths coaching

Thank you!

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