Outcomes

• FCS 100 class will be able to:
  - Describe own strengths
  - Articulate how their individual strengths contribute in a team setting
  - Explain the value of different strengths and domains
Strengths Based Leadership

- Capitalizing on our natural talents instead of focusing on our weaknesses
- Invest in your strengths
- Knowing your Strengths and how they interplay with each other.
The 34 Strengths

- Achiever
- Activator
- Adaptability
- Analytical
- Arranger
- Belief
- Command
- Communication
- Competition
- Connectedness
- Consistency
- Context
- Deliberative
- Developer
- Discipline
- Empathy
- Focus
- Futuristic
- Harmony
- Ideation
- Includer
- Individualization
- Input
- Intellection
- Learner
- Maximizer
- Positivity
- Relator
- Responsibility
- Restorative
- Self-Assurance
- Significance
- Strategic
- Woo
Alexa’s Strengths

- Achiever
- Activator
- Adaptability
- Analytical
- Arranger
- Belief
- Command
- Communication
- Competition
- Connectedness
- Consistency
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Dynae’s Strengths

- Achiever
- Activator
- Adaptability
- Analytical
- Arranger
- Belief
- Command
- Communication
- Competition
- Connectedness
- Consistency
- Context

- Deliberative
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- Learner
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Pair and Share

- Partner with someone
- Describe your strengths
  - Do you agree/disagree? Why?
  - What parts of a strength definition resonate most with you?
  - Is there a particular strength you most identify with?
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Executing

- Know how to make things happen
- Work tirelessly to implement a solution
- Can “catch” an idea and make it happen
Influencing

- Help team reach a broader audience
- Selling the team’s ideas inside and outside the organization
- Can speak up and make sure group is heard
Relationship Building

- Create groups and organization that are greater than the sum of their parts
- Hold a team together
Strategic Thinking

- Focused on what could be
- Absorbing and analyzing information to make better decisions
- Stretch our thinking for the future
## Domains

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Case Study

After having spent a great weekend camping, Kyle woke up Monday morning with a fever and a bad stomach ache. He loved his new job, but realized that he would have to call in sick. The others would have to pitch in to do his work. As it turned out staying home Monday wasn't enough. He also had to call in sick on Tuesday and Wednesday. Even after three days at home he still didn't feel well, but figured that he had better get back to work in order not to jeopardize his job. He went to work on Thursday and struggled through until the weekend.

The next Monday Kyle feels in top shape and everyone, including his supervisor, is friendly to him and glad to see him feeling better. Kyle starts telling them all about the fun he had on his camping trip. He could talk of little else all day. He was so busy talking about his fun weekend that he forgot to thank his coworkers for covering for him. Soon he began to notice tension between himself and his coworkers. His supervisor also now seemed more demanding.
Conclusions about the scenario

- How does your domain influence the outcome of this scenario?
- Are there specific strengths that are best utilized in this scenario?
Handwriting Exercise

- Write your name 5 times with your **dominant** hand
- Write your name 5 times with your **non-dominant** hand
Three stages of Strengths Based Leadership:

- Identification of talent
- Integration into how one views him/herself
- Behavioral change
Wrap Up

- Any ah-ha moments?
- What will you do with this information?
- Put your strengths to use - Get Involved!
  - The Institute© (Leadershape)
    - December 15-18, 2018
  - Leaders of Social Change (LOSC)
    - January 7-12, 2019
  - SAIL Conference
    - Saturday, October 20th
Questions?
Thank You!

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