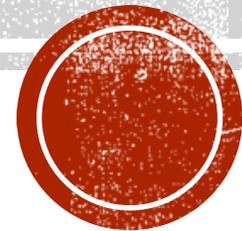


STRENGTHSFINDER

FA – DSB October Retreat

Diana Cottrill





FACILITATOR

Diana Cottrill - Learning Programs and Staff Development Coordinator

- 23 years with Fairfax County Department of Family Services
- Education - BA in Sociology, Masters in Adult Education and Training, Certified Leadership Coach
- Mom of 5
- Trainer, facilitator, project manager, consultant, coach



OBJECTIVES

- Gain an understanding of the StrengthsFinder Assessment Tool
- Explore your own results
- Consider the impact (benefits/challenges) of individual results on the team as a whole



THE #1 WALL STREET JOURNAL BESTSELLER



DON CLIFTON

Father of Strengths Psychology and
Inventor of the Clifton StrengthsFinder

STRENGTHS FINDER 2.0

FROM GALLUP

Tom Rath



STRENGTHSFINDER ASSESSMENT TOOL

- 34 strengths highlighted by the assessment tool
- Research from a 40-year study of human strengths conducted by Gallup
- Over the past decade, Gallup has surveyed more than 10 million people and only 1/3 “strongly” agree with the statement: “At work, I have the opportunity to do what I do best every day.”
- People who do have the opportunity to focus on their strengths are 6 times as likely to be engaged in their jobs and more than 3 times as likely to report having an excellent quality of life in general.



STRENGTH FORMULA

Talent

X

Investment

=

Strength



THE 4 DOMAINS

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>



EXECUTING

Strengths – Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, and Restorative

Qualities:

- Know how to make things happen
- Will work tirelessly to implement a solution
- Can “catch” an idea and make it a reality



INFLUENCING

Strengths – Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, and Woo

Qualities:

- Help their team reach a much broader audience
- Always selling the team's ideas inside and outside the organization
- Helpful you need someone to take charge, speak up, and make sure the group is heard



RELATIONSHIP BUILDING

Strengths – Adaptability, Connectedness, Developer, Empathy, Harmony, Includer, Individualization, Positivity, and Relator

Qualities:

- The essential glue that holds a team together
- Have the unique ability to create groups and organizations that are much greater than the sum of their parts



STRATEGIC THINKING

Strengths – Analytical, Context, Futuristic, Ideation, Input, Intellection, Learner, and Strategic

Qualities:

- Keep us all focused on what could be
- Absorb and analyze information to help the team make better decisions
- Stretch our thinking for the future



THE 4 DOMAINS

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
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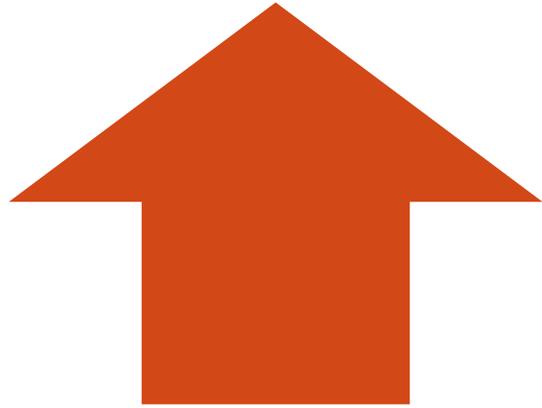


**HOW DO YOU SHOW
UP?**

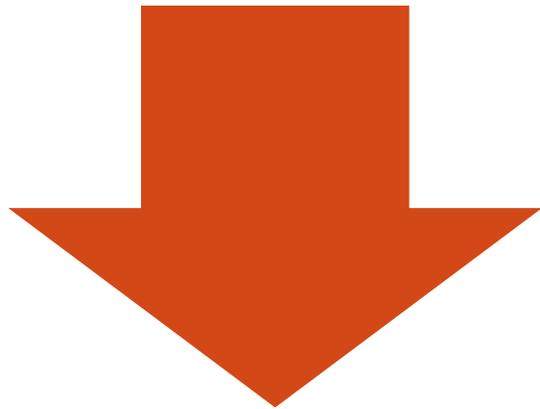
In your small group, please discuss the following

- Share one strength from the assessment tool that you think you exhibit in your role as a member of this team.
- How does it benefit the team?
- What is a strength that you would like to better utilize in your role on this team?

YOUR STRENGTHS IN ACTION



Strength



Blind Spot



DIANA'S STRENGTHS

- Woo
- Communication
- Positivity
- Empathy
- Developer





**HOW DO YOU SHOW
UP?**

In your small group, please discuss the following

- Share one strength from the assessment tool that you think could create a blind spot in your role as a member of this team if relied on too heavily?
- How might it create a challenge for you or the team?

DEBRIEF

- Where, as a team, are we strong, based on our StrengthsFinder results and how does this show up?
- What strengths do we need more of and how can we fill the gaps?
- What obstacles might we run into based on our diversity (of strengths) and how can we best navigate our blind spots?

