



Leveraging Strengths in Leadership

Learning objectives



- ▲ Learn the benefits of a strengths approach on employee engagement and business outcomes
- ▲ Identify characteristics of your strengths
- ▲ Apply collective talents to solve a shared challenge

Get ready to:



Actively engage!



Have some fun!

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Section 1

Why strengths?

Leveraging strengths

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A helpful tool: Gallup CliftonStrengths®

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CliftonStrengths® Top 5 for Leah Clair



This report presents your five most dominant CliftonStrengths revealed by your responses to the CliftonStrengths assessment. Use this report to learn more about these strengths, how they uniquely show up in your life and how you can use them to fulfill your potential.

- 1. Individualization***
You are intrigued with the unique qualities of each person. You have a gift for figuring out how different people can work together productively.
- 2. Developer***
You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.
- 3. Restorative™**
You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.
- 4. Harmony***
You look for consensus. You don't enjoy conflict; rather, you seek areas of agreement.
- 5. Relator***
You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

■ EXECUTING themes help you make things happen.
 ■ RELATIONSHIP BUILDING themes help you build strong relationships that hold a team together.

■ INFLUENCING themes help you take charge, speak up and make sure others are heard.
 ■ STRATEGIC THINKING themes help you absorb and analyze information that informs better decisions.

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CliftonStrengths® Top 5 for Shawn Tuttle



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- 1. Relator***
You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.
- 2. Maximizer***
You focus on strengths as a way to stimulate personal and group excellence. You seek to transform something strong into something superb.
- 3. Context***
You enjoy thinking about the past. You understand the present by researching its history.
- 4. Individualization***
You are intrigued with the unique qualities of each person. You have a gift for figuring out how different people can work together productively.
- 5. Responsibility***
You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

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Value of leveraging strengths



Individual

- Higher energy
- Better quality
- Faster completion



Business

- 23% higher employee engagement
- 19% more sales
- 29% greater profits



<https://www.gallup.com/cliftonstrengths/en/253790/science-of-cliftonstrengths.aspx>

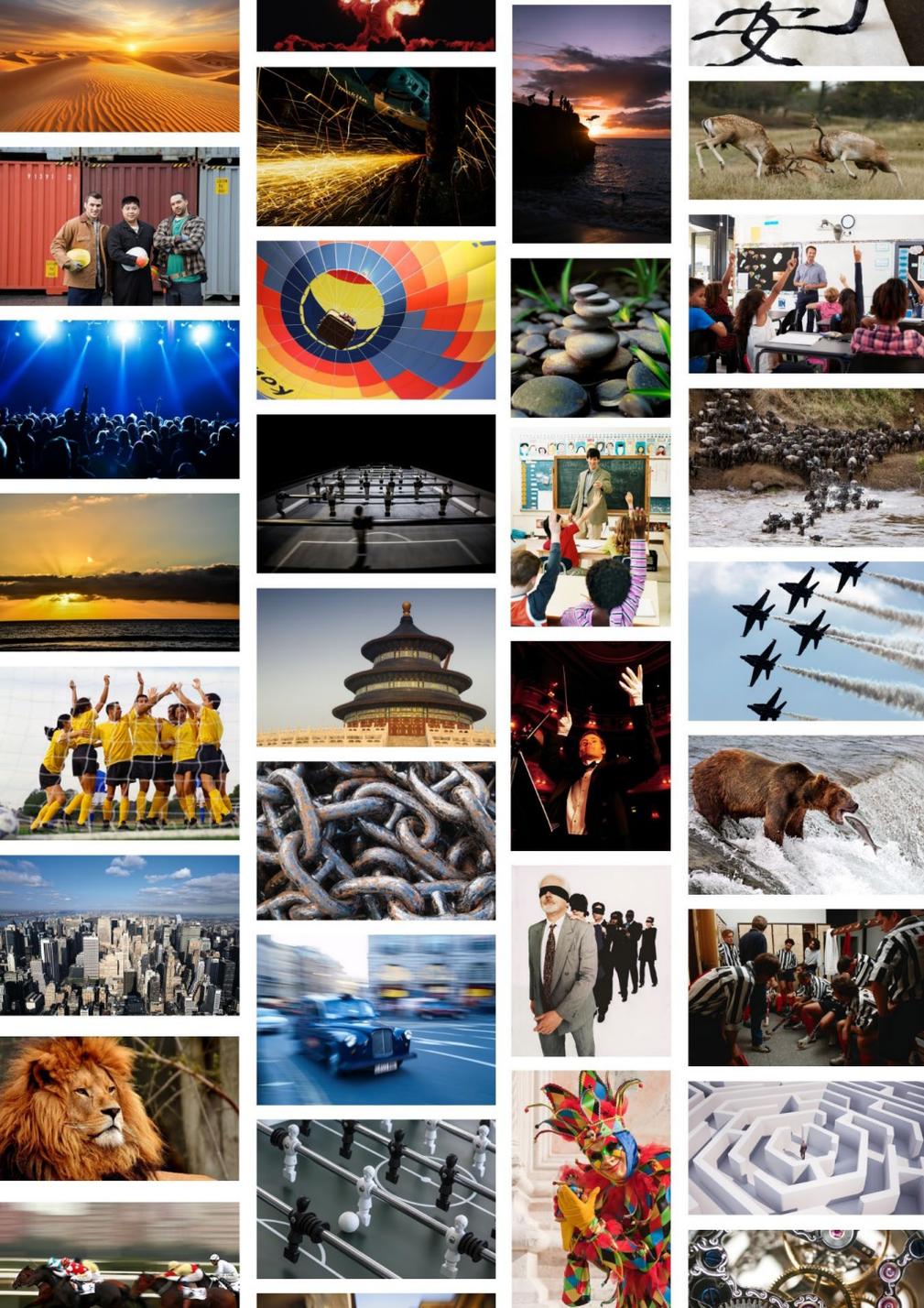
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Section 2

Discover your strengths



Your unique perspective

Find the photo that best illustrates your personal work style—the way you approach your work.

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Section 3

Empower team strengths

Leverage your collective talents

Oh no!

You have been stranded on a remote, deserted island.

Your survival and rescue depends on your ability to use your collective talents.



How will you use your collective talents to help the team survive?

Task	Name
Take stock of your situation and surroundings	
Create plans for your survival and rescue	
Communicate the plans Gain input and buy-in	
Maintain information, hope, and morale	



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Section 4

Wrap-up

Potential next steps

1

What does your company stand to gain from leveraging strengths?

2

How might a strengths focus help your company increase employee engagement?

3

How might a strengths focus help your managers and leaders develop?

Questions?



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