

Leading With A Strengths Perspective

“A leader needs to know his strengths as a carpenter knows his tools, or as a physician knows the instruments at her disposal. What great leaders have in common is that each truly knows his or her strengths – and can call on the right strength at the right time. This explains why there is no definitive list of characteristics that describes all leaders.”

-Donald O. Clifton, Ph.D., 2003

Exploring Leadership

“What would happen if we studied what is _____ with people?”

-Dr. Donald Clifton

Gallup Research on High Achievers:

- 1) _____
- 2) _____
- 3) _____
- 4) _____

Core Thought

A strengths orientation is about a _____ not a _____.

The *strengths perspective* emphasizes the following:

- 1) That every individual has _____ that can be _____ toward success in many areas in life (Anderson 2000; Saleebey, 2001).
- 2) That people and organizations should be characterized by “efforts to label what is _____” within them (Buckingham, 2007, p. 6).
- 3) That capitalizing on one’s best _____ is likely to lead to greater success than would be possible by making comparable investment of effort to overcoming _____ (Clifton & Harter, 2003).

Talent vs. Strength

Talent is a naturally recurring pattern of thought, feeling, or behavior that _____ productively applied (Clifton, Anderson, Schreiner, 2006, p. 2).

Talent, _____, is not _____, but it is a _____ place to _____.

A *strength* is "a pre-existing capacity for a particular way of behaving, thinking, or feeling that is _____ and _____ to the user, and enables _____ functioning, development, and performance" (Linley, 2008).

Writing Exercise:

When applying my strengths, I am...
E _____ E _____ E _____

How did you feel?

“Success in the knowledge economy comes to those who know themselves —their strengths, their values, and how they best perform” (Drucker, 1999, p.2).

CHARACTER + COMPETENCY = _____

What are the tasks and activities that energize you?

What are the tasks and activities that drain you?

How can/do you use your *strengths* to engage, educate, and lead youth?

- 1) _____ : _____

- 2) _____ : _____

- 3) _____ : _____

- 4) _____ : _____

- 5) _____ : _____

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Others Awareness

What are the values of others?

Productivity	Purpose	Connection	Present	Vision	Clarity	History
Order	Learning	Excellence	Winning/Best	Expression	Action	Enthusiasm
Resolution	Right Choice	Introspection	Plan	Control	Consensus	Confidence
Investigation	Acceptance	Core Values	Curiosity	Understanding	Potential	Coordination
Intimacy	Dependability	Uniqueness	Equity	Recognition	Possibilities	Implicit Values

Interpersonal Considerations:

C _____ :

C _____ :

C _____ :

People should not be well-rounded, but teams should be. (Rath and Conchie, 2008)

Four Leadership Domains – *Strengths-Based Leadership* by Rath & Conchie

1) _____

Focus on what could be. Analyze information and help the team consider future possibilities and making prudent decisions.

Strengths: _____

2) _____

Help the team reach a broader audience. Give voice to team’s ideas, plans, and vision. Skilled at taking charge, speaking up, and getting others inside and outside the organization to buy-in.

Strengths: _____

3) _____

Know how to make things happen. Implement plans and get things done. Take plans from ideas to reality. Focus on task completion and goal achievement. Work diligently.

Strengths: _____

4) _____

Skilled at creating synergy within the team and/or organization. Keep morale of team members high. Consider needs of team members. Minimize distractions.

Strengths: _____

Who Is On Your Team?

“Effective leaders surround themselves with the right people and build on each person’s strengths...although individuals need not be well-rounded, teams should be.”

-Rath and Conchie, *Strengths-Based Leadership*