

# Overview: Understanding your Strengths

## Strengths Philosophy

### Weakness Fixing vs. Strength Building

#### Weakness Fixing (wrong assumptions)

- 1) All behaviors are learnable
  - a. If you want it badly enough and try hard enough, you can do it
  - b. If you can dream it you can do it
- 2) The best performers in a given role all get there the same way
- 3) Weakness fixing leads to success

#### Strength Building (right assumptions)

- 1) Some behaviors are learned, but many are impossible to learn
  - a. There is a difference between talent, skill and knowledge
- 2) The best in a role deliver the same outcomes, but use different behaviors
- 3) Weakness fixing prevents failure, but strength building leads to excellence

## Strengths Theology

*Jesus replied: "Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments." Matt 22:37-40*

- Identifying my strengths and stewarding them is crucial to loving God with all my heart, soul and mind.
- It also helps me to be prepared to love others most effectively through my strengths and to accept the positive characteristics of others.

## **Strength = Talent + Skill + Knowledge**

**Strength:** Something you are able to consistently do at a near perfect level.

*You virtually don't have to try – You do it naturally*

**Talent:** a recurring pattern of thoughts, feelings or behavior that can be productively applied (Michael Jordan's innate ability to play basketball at a high level)

**Skill:** The capacity to perform the fundamental steps of an activity (Shooting, dribbling, passing)

**Knowledge:** what you know, either factually or through awareness gained by experience (Rules of the game, coaches playbook, tendencies of your team and opposing team)

In building our strengths, we focus on:

- leveraging strengths
- managing (delegating, staffing) weaknesses

When we can match our **Soul** to our **Role** we can reach our **Goal**

About your StrengthsFinder© results:

- StrengthsFinder is simply a tool to help people discover their talents.
- The chances of finding a person having their themes in the same order as yours is 1 in 33,390,720
- No theme is better than or more important than another
- No theme is more appropriate for a particular role than another
- Before you can truly live your themes, you have to truly love (appreciate) your themes
- Seasons change, values can change, priorities change, situations change, knowledge changes, skills change – but your strength themes stay much the same
- The temptation is to fit ourselves into other people's molds, but **being who we are may be the highest form of human integrity**
- We need to dispel the myth about well-roundedness
- We want to understand the five themes, not in isolations, but in fusion or cooperation with one another

Five clues to talent:

- 1) Yearning
- 2) Rapid Learning
- 3) Flow (what comes automatically)
- 4) Glimpses of Excellence (“How did I do that?”)
- 5) Satisfaction

## Strengths Distinctives

**A good day for a person with the strength theme of \_\_\_\_\_ looks like \_\_\_\_\_.**

Achiever	Finish a task (or several) ( <i>finish line; check lists</i> )
Activator	Getting things moving (not necessarily finishing them) ( <i>starting blocks</i> )
Adaptability	Different than yesterday; flexibility ( <i>flowing like a river</i> )
Analytical	Working with facts to solving a problem ( <i>reduce to essence</i> )
Arranger	Juggling multiple tasks, people, elements ( <i>conductor</i> )
Belief	Stated my beliefs, won someone over to my beliefs ( <i>crusader for some belief</i> )
Command	Took charge of a thing ( <i>driver's seat, steering wheel</i> )
Communication	Connected with others through words ( <i>megaphone</i> )
Competition	I competed, I won! ( <i>gold medal</i> )
Connectedness	Saw my part in something bigger than myself ( <i>network/web of life</i> )
Consistency	Worked toward making things equitable for all people ( <i>merry-go-round</i> )
Context	A day learning history or the original intent of a thing ( <i>rear-view mirror</i> )
Deliberative	Completing the "due diligence" on a task ( <i>seeing obstacles; prevention is better than cure</i> )
Developer	Helping a person realize his potential ( <i>Parent teaching a baby to walk</i> )
Discipline	Planning my work and working my plan ( <i>blueprint/Daytimer</i> )
Empathy	Touching souls emotionally with someone ( <i>emotional radar</i> )
Focus	Working intensely on one project ( <i>"lock in the coordinates"</i> )
Futuristic	Dreaming about what could be ( <i>visionary</i> )
Harmony	Bringing peace and agreement to a conflicted situation ( <i>mirror-like lake surface</i> )
Ideation	Thinking of fresh possibilities - Something different than I did yesterday ( <i>blank canvas</i> )
Includer	Bringing someone new in ( <i>draw the circle bigger</i> )
Individualization	Recognizing value in and working with diversity ( <i>casting director</i> )
Input	Collecting and cataloguing ideas (or things) ( <i>sponge; toolbox</i> )
Intellection	Time alone to think ( <i>plumbing the depths</i> )
Learner	Gaining new information or experience ( <i>open eyes and ears</i> )
Maximizer	Making something/someone better than before ( <i>good to great</i> )
Positivity	Having fun, lifting people ( <i>glass is half full</i> )
Relator	Spending time going deep with someone ( <i>to know and to be known</i> )
Responsibility	Being acknowledged as committed and excellent ( <i>owner, not renter</i> )
Restorative	Finding the problem and fixing it ( <i>diagnostic computer</i> )
Self-Assurance	Being independent, influencing others ( <i>internal compass</i> )
Significance	Others acknowledged my contribution ( <i>natural performer</i> )
Strategic	Finding the best way to got there ( <i>sees the big picture</i> )
Woo	Met dozens of new people ( <i>greeter/politician</i> )

# Understanding Team Strengths

We have gone over individual strengths with each one of you. Remember that each individual should focus on maximizing their unique strengths instead of “fixing weaknesses”.

When working with teams on strengths, it becomes clear that, although each team member has his or her own unique strengths, **the most cohesive and successful teams possess broader groupings of strengths.** While individuals do not need to be well rounded, teams should be. Each of us, operating within our strengths, make the team stronger. The goal is to release individuals *to* their strengths and release them *from* their weaknesses. In this way the team is strengthened.

There are four domains of leadership strength:

- 1) **Executing** (these people work tirelessly to get it done – they “catch” an idea and make it happen)
- 2) **Influencing** (these people sell the team’s ideas – they speak up, take charge)
- 3) **Relationship Building** (these people are the essential glue that holds the team together – they make the group greater than the sum of its parts)
- 4) **Strategic Thinking** (these people keep us focused on what *could be* – they stretch our thinking for the future)

<b>Executing</b>	<b>Influencing</b>	<b>Relationship Building</b>	<b>Strategic Thinking</b>
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Developer Connectedness Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

## Leadership Strengths, Trinity Chapel Pastoral Team

### Steve

#### **Strategic**

Responsibility

Deliberative

*Command*

Ideation

**(Strategy, Impact)**

### Mark

Learner

Context

#### **Intellection**

Input

*Arranger*

**(Concepts, Arranging)**

### Ron

*Woo*

#### **Deliberative**

Positivity

Belief

Achiever

**(Achieving w/people)**

### Rob

Developer

#### **Relator**

Positivity

Empathy

Includer

**(Relational, Creative)**

### Adam

#### **Strategic**

*Activator*

Adaptability

Maximizer

Communicator

**(Strategy, Mover)**

### Aaron

#### **Communication**

Belief

Significance

*Connectedness*

Relator

**(Connect, Convey)**

### Jack

Includer

#### **Harmony**

*Positivity*

Consistency

Adaptability

**(Stability, Harmony)**

\* **Bold** – the primary strength I use in the pastoral team

\* *Italics* – the primary strength I use within the church congregation

Questions we asked:

- 1) What is the primary strength you utilize within the team?
- 2) What is the primary strength you utilize within the body?
- 3) What strengths are missing from our team?
- 4) Which strengths are duplicated on our team?
- 5) How will I help build the team using my unique strengths?
- 6) How can I leverage my strengths and staff my weaknesses?
- 7) How has comparison with others hindered the utilization of my (or their) strengths?
  - a. "I wish I could do it the way they do it"
  - b. "Why on earth can't they see what I see?"