



A6 Are Your Strengths Leading You to Achieving Your Best Outcomes with Ease?

Wednesday, June 13, 2018 10:30 a.m. - 12:00 p.m.

Christine Mattos

Terrace A-B

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Are Your Strengths Leading You to Your Best Outcomes with Ease?


June 13, 2018
at Hyatt Regency Anaheim

Presented by Christine Mattos, MSOD, PCC
Leadership Coach, UC Davis Extension

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We are SO glad you decided to be here today!

Who is in this room and what brought you to this particular workshop?

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Learning Objectives for Our Time Together Today...

Participants will define talents, strengths, goals and objectives.

Participants will design one or two written goals and objectives.

Participants will think through and share perspectives about talents they possess.


Participants will understand how to apply naturally existing talents and strengths toward achieving goals and objectives.

Participants will design next steps toward accomplishing one or more relevant goals and objectives in their lives.

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Partner Sharing Time

What are some of my greatest strengths and talents?

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Large Group Brainstorm

- What do understanding and accessing talents and strengths do for us in our work environments?
- When and where does knowing our strengths matter?
- How does understanding our own strengths and the strengths of youth with whom we work impact outcomes in our work today?

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Defining Talent

- What is talent?
- How do we know when we see/experience talent?
- When does talent appear?
- From where does talent come and where does it go?



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Gallup, Inc. Strengths Coaching Training Defines Talent as:

A naturally recurring pattern of thought, feeling or behavior that can be productively applied.



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Defining Strength

The ability to consistently produce a positive outcome through near-perfect performance in a specific task.

To finish with strength, start with talent!

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Exploration of Gallup, Inc. CliftonStrengths® Themes

In your handout, review the 34 Signature Themes silently.

Prepare to note the top five themes that resonate most with you.

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<http://news.gallup.com/poll/166991/clifton-strengthsfinder-theme-descriptions-pdf.aspx>

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Testimonials

- Experience sharing (anyone who has completed the online assessment, as relevant)
- Sample of participants sharing their top three presumed themes and rationale...



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On My Own with the Handout, Brainstorm...

How do my strengths impact my
productivity on goals and objectives
in my personal/professional life?

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How Do We Define a Goal/Objective

(intellectually, mentally, emotionally)?



Large Group Discussion

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What If We Use These Good Old Webster's Definitions?

Goal: An object or aim toward which play is directed.

Objective: Efforts or actions that move us toward the goal.

PLAY
time

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SMART Goals

1) In your handout, please write down no more than two SMART goals that inspire you.

2) Share this with your partner and invite feedback—add notes about relevant objectives to each goal.

3) Then, reciprocate!



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Partner Talk

- Share with your new partner, which one or two goals, if achieved soon, would bring you the most joy and sense of fulfillment?
- Support each other in noting which talent themes/strengths you can bring to life and pull strength from as you achieve each of these goals/objectives with ease and grace in the immediate future?

- You might ask something like:
 - Which talent themes will best serve you as you move forward with this goal?
 - What talent theme might you watch out for as you continue to work toward accomplishment of this goal?



Debrief discoveries with the large group!

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To What Are You Willing to
Commit Doing and By When?

With Whom Will You Share Your
Achievement and
How Will You Share the
Outcome?



Note your commitment on your handout.

Next Steps

Share specific next steps you will
achieve related to one or two of the
goals you have identified here today.
Share your commitment and
intended use of talent themes and
strengths with a different partner!





Large Group Debrief: Moving Forward with My Own Talents and Strengths

- Share a gem of insight you will take away from today's experience together.
- Acknowledge your partner(s) specifically and genuinely for their support.
- Appreciate yourself for the critical thinking you have participated in today. Your achievement of these goals and objectives (by accessing your ever-present talents and strengths) is inspiring and so very important!

Thank you for being here today and for your contributions and active participation!

CliftonStrengths® Themes

Achiever®	People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.
Activator®	People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.
Adaptability®	People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “now” people who take things as they come and discover the future one day at a time.
Analytical®	People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.
Arranger®	People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.
Belief®	People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.
Command®	People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.
Communication®	People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
Competition®	People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
Connectedness®	People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.
Consistency®	People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone with equality by setting up clear rules and adhering to them.
Context®	People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.
Deliberative®	People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.
Developer®	People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.
Discipline®	People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.
Empathy®	People exceptionally talented in the Empathy theme can sense other people’s feelings by imagining themselves in others’ lives or situations.

CliftonStrengths® Themes

Focus®	People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.
Futuristic®	People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.
Harmony®	People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
Ideation®	People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
Includer®	People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.
Individualization®	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
Input®	People exceptionally talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.
Intellection®	People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
Learner®	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
Maximizer®	People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
Positivity®	People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
Relator®	People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
Responsibility®	People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
Restorative™	People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
Self-Assurance®	People exceptionally talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.
Significance®	People exceptionally talented in the Significance theme want to be very important in others' eyes. They are independent and want to be recognized.
Strategic®	People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
Woo®	People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

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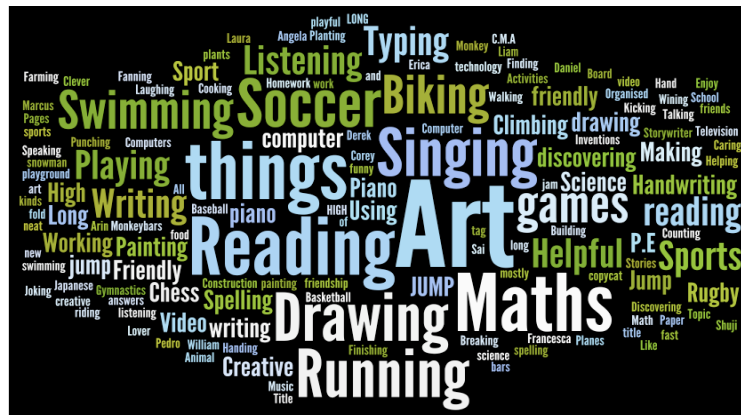
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Partner Sharing: What are some of my greatest strengths and talents?



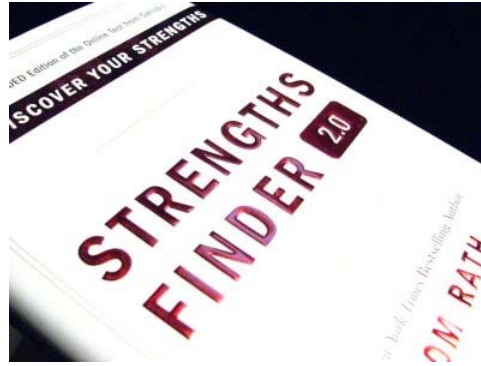
Defining Talent: What is talent?

- How do we know when we see/experience talent?

- When does talent appear?

- From where does talent come and where does it go?





Gallup, Inc. Strengths Coaching Training Defines Talent as: A naturally recurring pattern of thought, feeling or behavior that can be productively applied.

A strength is the ability to consistently produce a positive outcome through near-perfect performance in a specific task. To finish with strength, start with talent!

Exploration of Gallup, Inc. CliftonStrengths® Themes:

Review the 34 Signature Themes attached in this handout.

Note the top five (5) themes that resonate most with you.





On My Own with the Handout
Brainstorm...

How do my strengths impact my productivity on goals and objectives in my personal/professional life?





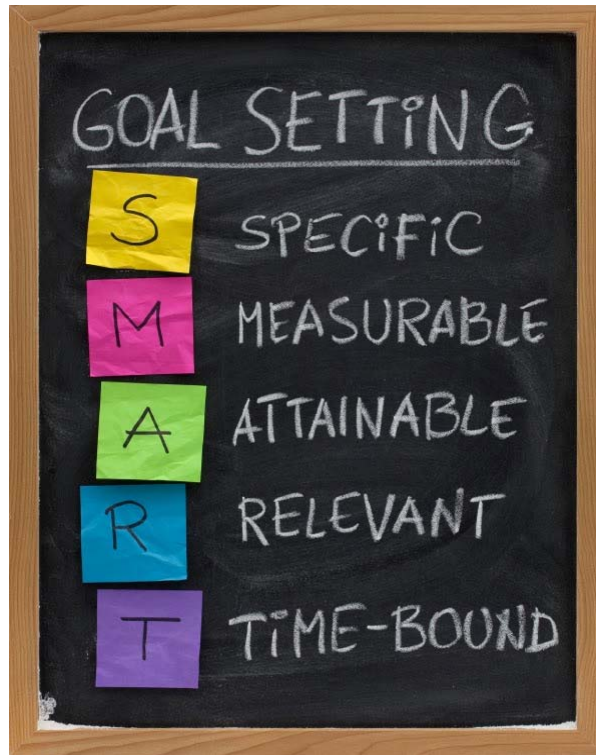
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What If We Use These Good Old Webster's Definitions?

Goal: An object or aim toward which play is directed.

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SMART Goals

- 1) On your handout, write down no more than two SMART goals that inspire you.
- 2) Share this with your partner and invite feedback—add notes about relevant objectives to each goal.
- 3) Then, reciprocate!

My SMART Goals:

- 1) _____

- 2) _____



Partner Talk: Ask your partner, which goal, if achieved soon, would bring you the most joy?

- Support each other in noting which talent themes/strengths you can bring to life and pull strength from as you achieve each of these goals/objectives with ease and grace in the immediate future?
- You might ask something like:
 - Which talent themes will best serve you as you move forward with this goal?
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To What Are You Willing to Commit Doing and By When?

With Whom Will You Share Your Achievement and How Will You Share the Outcome?

Next steps: Note the specific next steps you will take to achieve one or two of the goals you have identified here today. Share your commitment and your intended use of your talent themes and strengths with a different partner!



Are My Strengths Leading Me to My Best Outcomes with Ease?

What insight(s) are you are taking away from today's experience together?



