

Why don't we always play to our strengths?

The Business Case for Strengths

50% When NOT operating from strengths at work:
Teams with lower employee turnover

- Dread going to work

38% Have more negative than positive interactions with coworkers
More productive teams

44% Treat customers poorly
Teams with higher customer-satisfaction score

- Tell friends they work for a miserable organization
- Achieve less on a daily basis
- Have fewer positive and creative moments



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ROI: six times more likely to be engaged

Boosting retention

Productivity

Customer engagement

Safety



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Myth Performance Review

GOOD STUFF

1. As you grow, your personality changes.

Fact: Studies indicate that core personality remains stable over long periods of time.

2. You will grow the most in your areas of greatest Weaknesses.

Fact: By age 16, the brain shifts from developing new synaptic connections to strengthening those that already exist.



Activity
Worksheet

Activity #2 Bust the Myths – Adopt the Truths

Myth #1. *As you grow, your personality changes.*

Fact: Studies indicate that core personality remains stable over long periods of time.

Myth #2. *You will grow the most in your areas of greatest Weaknesses.*

Fact: By age 16, the brain shifts from developing new synaptic connections to strengthening those that already exist.

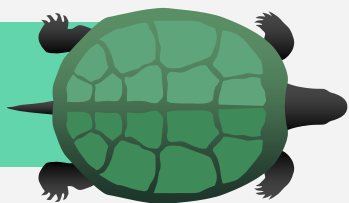
Why do we believe these myths?

What is your biggest challenge
in accepting this truth?

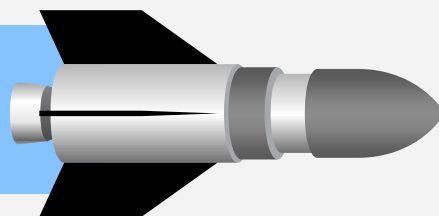
What would you gain if you
accepted this truth?



Example Speed Reading Class



Slow readers: 85wpm to 134wpm.
An increase of 50%



Fast readers: 300wpm to 1800wpm.
An increase of 600%



Myth Three

Fact: Data show that members of
3. A high performing team have the
member does opportunity to
what it takes to help the team
to help the team **75%**
of the time*.

*Buckingham, Marcus, Now Discover Your Strengths



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Looking into the future



Stay the Course

“..sort through our activities and pinpoint precisely which ones invigorate us and which deplete us....then stay sufficiently in control ...so that over time, we load up on the invigorating kind...” *

* “Go put your strengths to work” , Marcus Buckingham

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Activity
Worksheet

Activity # 5: So, ...now what ?

Review your “Ideas for Action”. Using the work sheet, write down specifically **how** you will align your Actions with your Strengths themes.

Be prepared to share at least one action item.



GALLUP®

StrengthsFinder®

Section II: Application

Maximizer

Ideas for Action:

- Once you have identified your own greatest talents, stay focused on them. Refine your skills. Acquire new knowledge. Practice. Keep working toward strength in a few areas.
- Develop a plan to use your most powerful talents outside of work. In doing so, consider how your talents relate to the mission in your life and how they might benefit your family or the community.
- Problem solving might drain your energy and enthusiasm. Look for a restorative partner who can be your chief troubleshooter and problem solver. Let that person know how important your partnership is to your success.
- Study success. Deliberately spend time with people who have discovered their strengths. The more you understand how marshaling strengths leads to success, the more likely you will be to create success in your own life.
- Explain to others why you spend more time building on great talent rather than fixing weaknesses. Initially, they might confuse what you are doing with complacency.



Additional Resources

iPhone Screenshot

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Clifton StrengthsFinder

Gallup research proves that the best opportunity for you to grow and develop is to identify the ways in which you most naturally think, feel, and behave, and build upon those talents to create strengths. Purchase a strengths pack and begin your path to individual growth and personal improvement.

Sign In

Get Your Strengths

Strengths References

Team Top 5 Grid

Strengths

Guide for Strengths-Based Discussions in Organizations

Strengths

Use this guide to start to understand how you and your coworkers use your top themes to work together. You can use the Team Top 5 Grid as a reference to help answer these questions.

1. What are our top themes as a team, and what are the patterns of behavior that result?
2. How do we communicate?
3. What drives us?
4. How do we set direction and make decisions?

development



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Thank you!