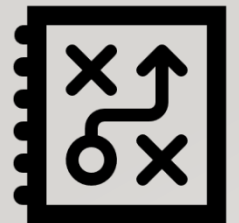


CHRISTIAN LEADERSHIP EXPERIENCE 2019

StrengthsFinder: Know and
Use Your Strengths








Grace In Action

What is StrengthsFinder?

- A strengths-based assessment that calculates your strengths in order from 1-34 (based upon decades of research)
 - www.gallupstrengthscenter.com
 - \$19.99 for top 5
 - \$49.99 for all 34
- Assessment takes approximately 30-50 minutes to complete
 - 177 questions
 - 20 seconds for each question

StrengthsFinder Applications

-  ■ Individual coaching and development
-  ■ Diversity
-  ■ Roles
-  ■ Projects
-  ■ Team building – leveraging existing strengths and seeking new members

Devotion: One Body

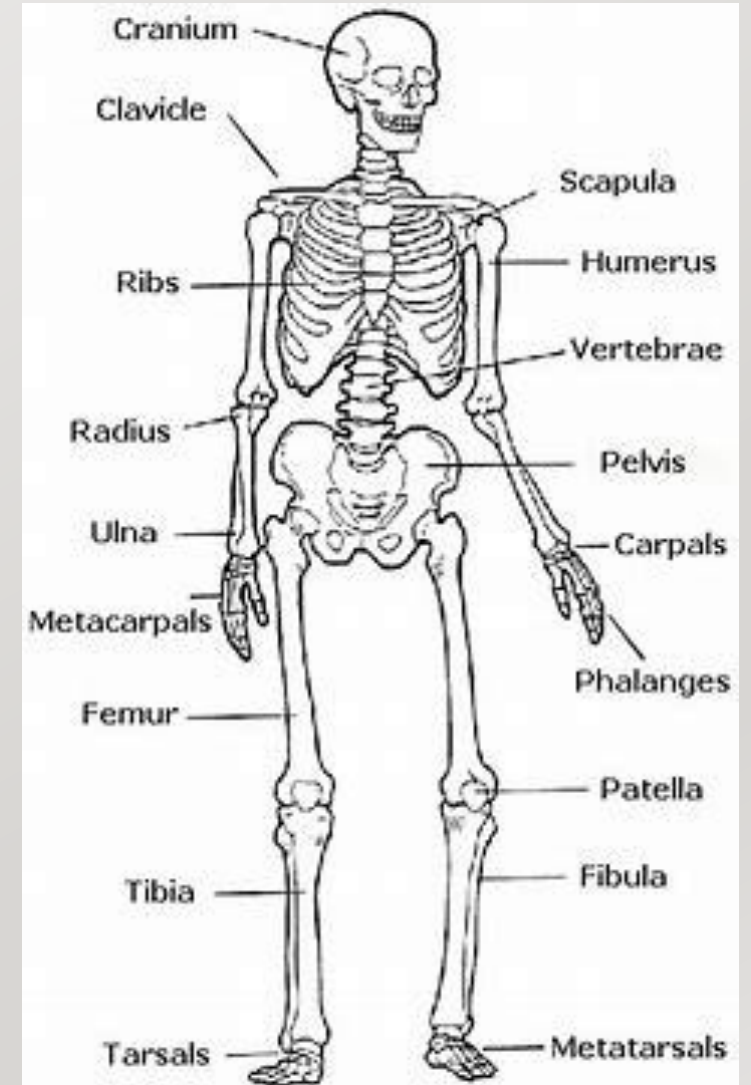


1 Corinthians 12 - Now about the gifts of the Spirit, brothers and sisters, I do not want you to be uninformed. You know that when you were pagans, somehow or other you were influenced and led astray to mute idols. Therefore I want you to know that no one who is speaking by the Spirit of God says, “Jesus be cursed,” and no one can say, “Jesus is Lord,” except by the Holy Spirit. There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues.

Devotion: One Body



All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines. Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. Even so the body is not made up of one part but of many. Now if the foot should say, “Because I am not a hand, I do not belong to the body,” it would not for that reason stop being part of the body. And if the ear should say, “Because I am not an eye, I do not belong to the body,” it would not for that reason stop being part of the body. If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? But in fact God has placed the parts in the body, every one of them, just as he wanted them to be.



Individual Development

	Talent	Strength
Description	A special natural ability, aptitude, or recurring pattern of thought, feeling or behavior that can be productively applied.	Consistent, near perfect performance in an activity.
Woo example (winning others over)	Natural talent is to meet people.	Purposefully meeting with people to network and connect people.

Team Effectiveness

StrengthsFinder provides the opportunity to better understand the others you work and live with so you can work and live together more effectively in God's kingdom.

- Teams should be well-rounded
 - Individuals should be edgy
 - Everyone is a different puzzle piece completing the picture



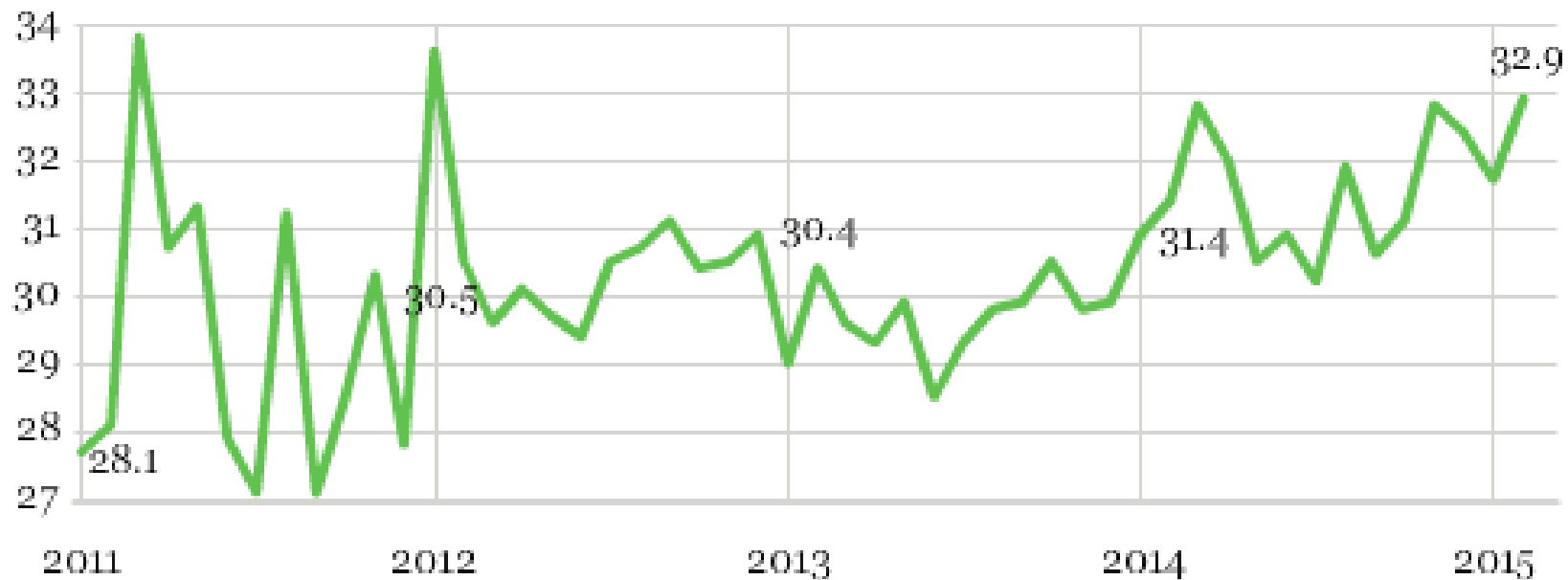


Three in 10 American Workers Are Engaged

U.S. Employee Engagement, 2011-2015

Monthly averages

■ % Engaged employees



Figures shown are for February of each year

GALLUP®

Employee Engagement

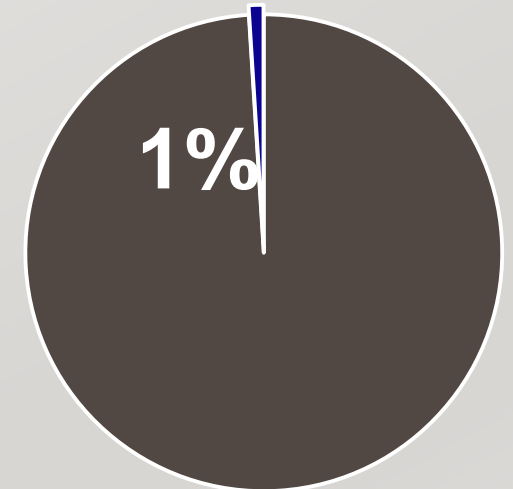
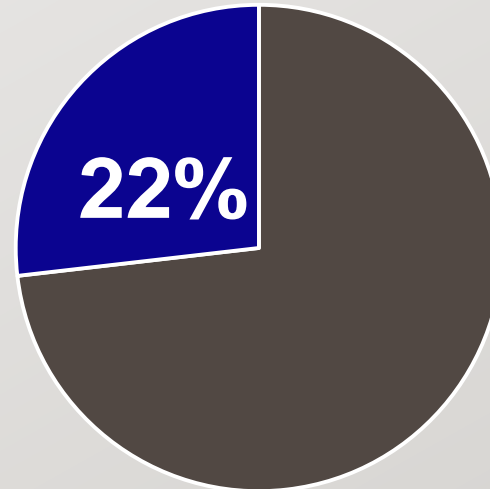
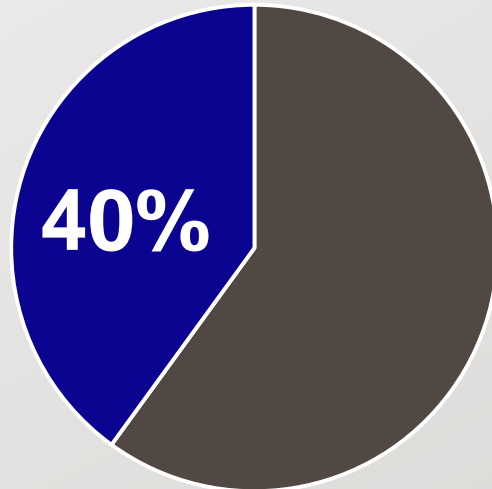
If your leader primarily:

Ignores you

Focuses on your weaknesses

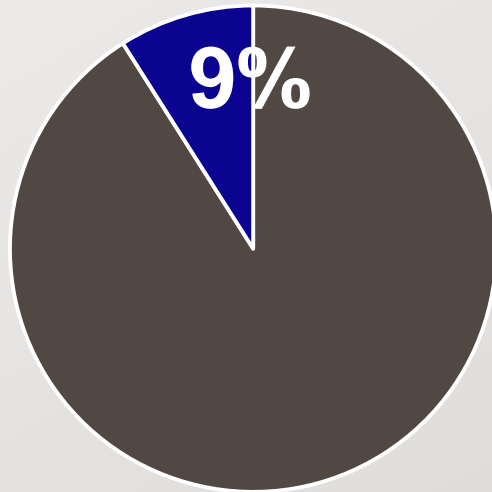
Focuses on your strengths

Your chances of being actively disengaged are:

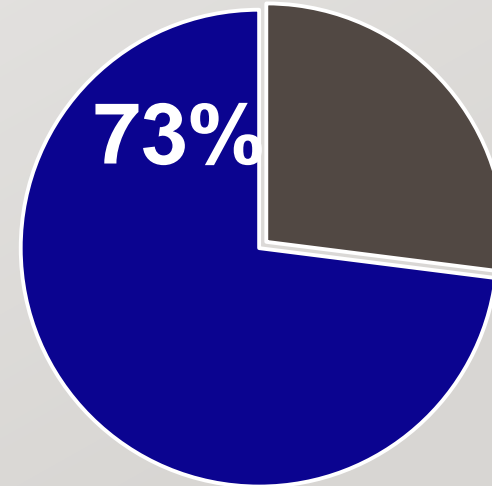


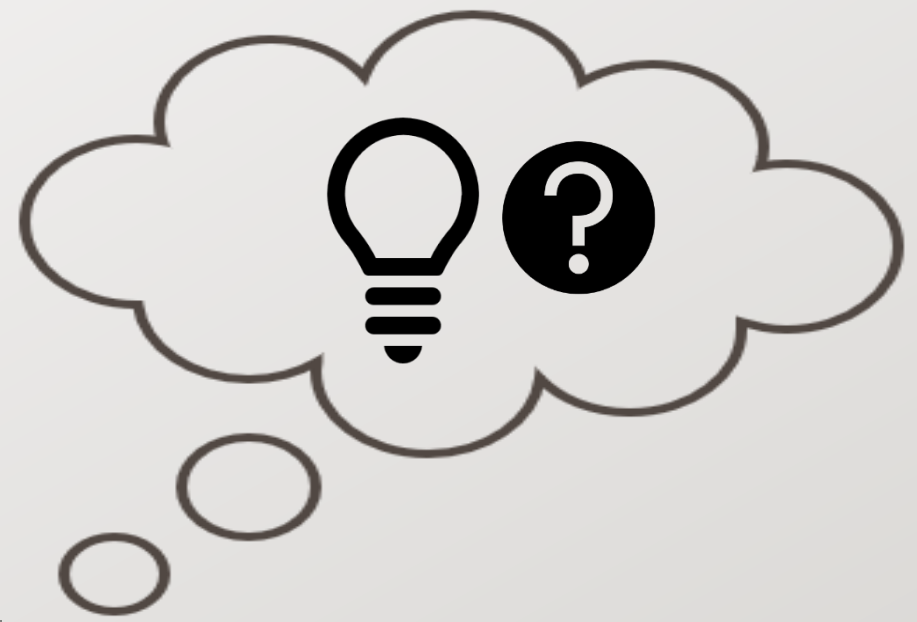
Leadership & Engagement

Engagement if an organization's leadership does not focus on strengths



Engagement if an organization's leadership focuses on strengths





StrengthsFinder Identifies Uniqueness



- Millions of combinations
- God made us uniquely
- Positive psychology
 - focus on building your strengths, not your weaknesses

1 in 300k
chance of
someone else
having the
same top 5
strengths

1 in 11.4M
chance of
someone
having the
same top 5 in
the same order



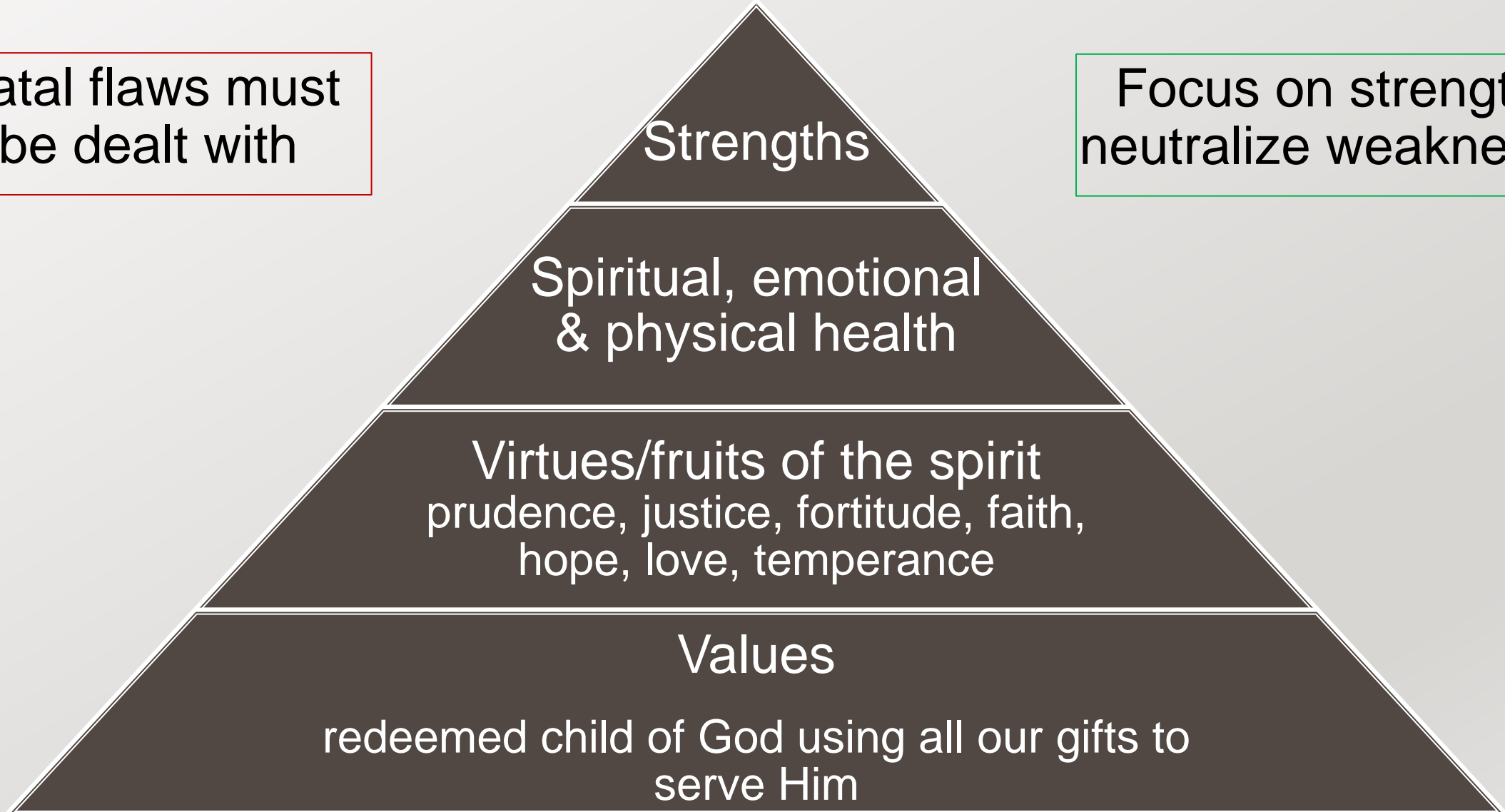
StrengthsFinder 80/20 Rule

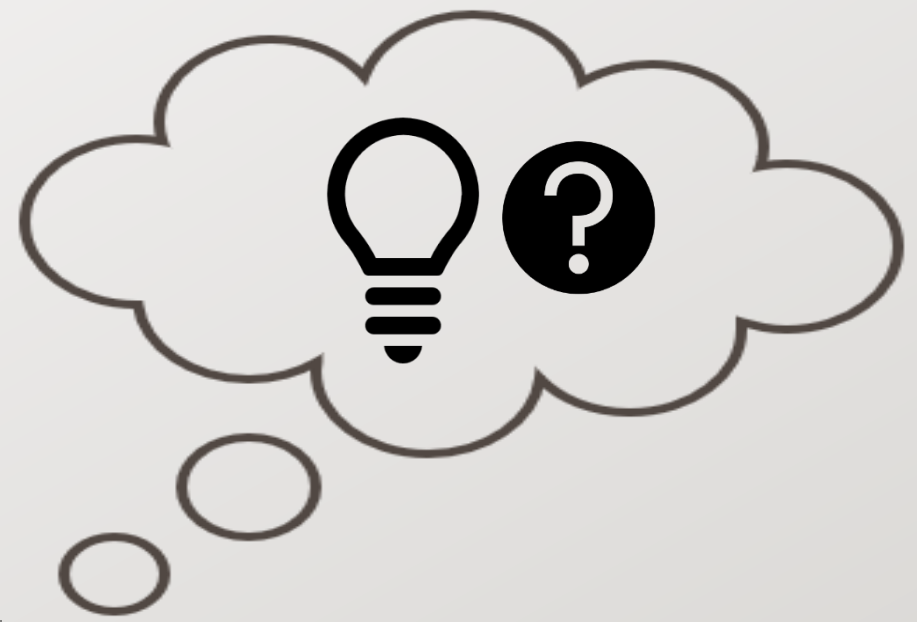
- 80% nature 
- 20% nurture 
- Strengths do not change, except who you are
- Top 5 make up 80% of what you do naturally
- Remaining 29 make up 20% of what you do
- Strength 6-8 also plays a smaller role, but are in play

Total Performance Factors

Fatal flaws must
be dealt with

Focus on strengths;
neutralize weaknesses





Journey to Leveraging Strengths

Talents are identified;
journey to strengths

Strengths =
talent + skill +
knowledge x
experience

Focus on
building and
leveraging
strengths

Servant Leadership

SFO:
Strengths for
others

It is only a
strength
when it is
focused on
others

Jesus came
to serve and
not be served

Recognizing Strengths in Others

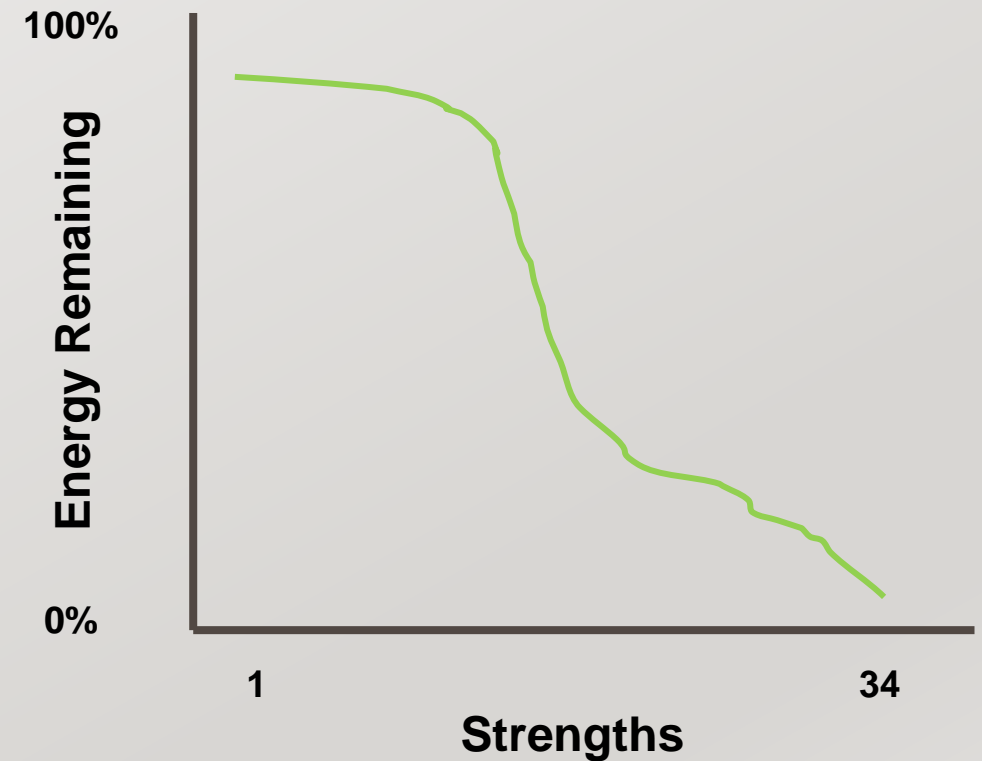
Even if you do not have someone's top five, you can analyze:

- Are they naturally drawn to the activity?
- What comes naturally to them, that also sets them apart in performance?
- Is it in their “flow”? (They do it well without knowing)
- Does it satisfy them deeply?
- Does it typically bring results?



Energy & Strengths

- Working from your top strengths uses the least amount of energy, keeping you energized and motivated
- It takes 10-20% effort to get 80-90% results when working from strengths
- It takes 80-90% effort to get 10-20% results when not working from strengths, depleting your energy sooner

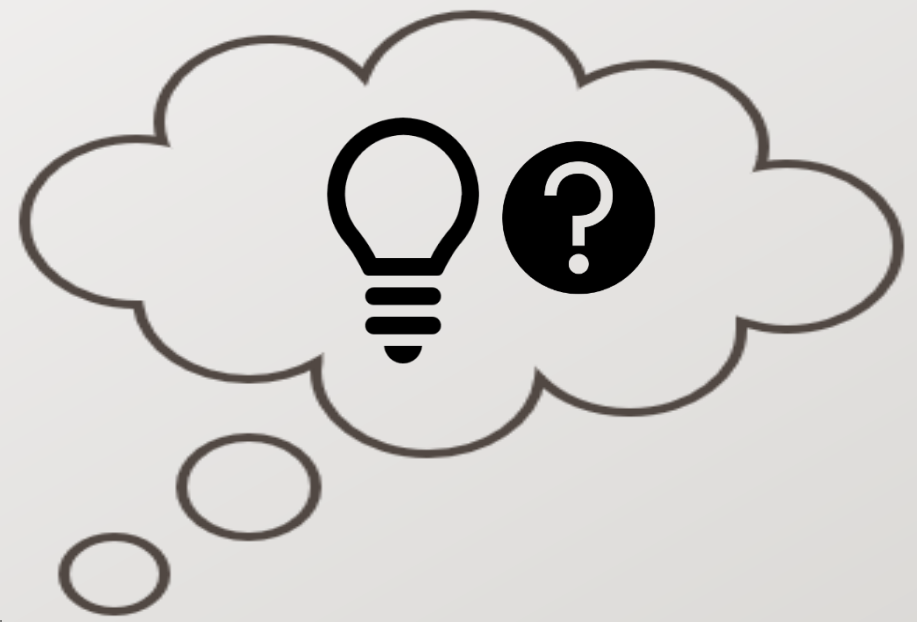


Servant Leadership

Vitally important: strengths do NOT determine WHAT we do, but HOW we do it.

No top 5 strengths are better or worse; they do not make a better leader, teacher, student, friend, son, daughter etc.

They simply tell us HOW we will do those roles.



Strengths Organization

Traction



Activator
Command
Focus

Driving



Achiever
Competition
Maximizer*
Self-Assurance
Significance

* Multiple entries

Seeing (Mind's Eye)



Analytical*
Connectedness
Context
Deliberative*
Futuristic
Ideation*
Strategic*

Interpersonal



Developer
Empathy
Includer
Individualization
Maximizer*
Relator
Woo

Lifestyle (Orientation to Life)



Adaptability
Belief
Consistency
Discipline
Harmony
Positivity
Responsibility

Wild Cards (Seasonings)



Communication
Learner

Problem Identification



Ideation*
Intellection
Strategic*

Problem Solving



Analytical*
Arranger
Deliberative
Input
Restorative

Strengths Organization Descriptors

Traction



Activator
Command
Focus

Traction:

- Strengths that get things started
- Likes to constantly be on the go and push forward
- Terrific at gaining forward movement (traction), then likes to hand off to “driving” strengths to finish

Driving



Achiever
Competition
Maximizer*
Self-Assurance
Significance

Driving:

- Strengths that are great at finishing things
- Likes to accomplish tasks and drive things forward and bring home the prize
- Hard charging strengths that take great joy in finishing efforts started by “traction” strengths

Strengths Organization Descriptors

Seeing

Analytical*
Connectedness
Context
Deliberative*
Futuristic
Ideation*
Strategic*



Seeing (Mind's Eye):

- Strengths that give people an innate sense of sight
- Ability to see either forward or backwards, in order to always inform the present and lead to the future

Interpersonal

Developer
Empathy
Includer
Individualization
Maximizer*
Relator
Woo



Interpersonal:

- Strengths that deal with the human element
- Able to work with and understand people
- Strengths in this area will always be looking for the human touch

Strengths Organization Descriptors

Lifestyle



Adaptability
Belief
Consistency
Discipline
Harmony
Positivity
Responsibility

Lifestyle (Orientation to Life):

- Strengths that flavor or influence other strengths
- These strengths combine with others to inform decisions and actions taken
- Example: positivity will influence all other strengths to always seeing the glass as half full

Wild Cards (Seasonings)



Communication
Learner

Wild Cards:

- Strengths that have no downside or shadow side
- To be used fully, they must pair with other strengths
 - To learn for the sake of learning or communicate for the sake of communicating is not a strength for others (SFO)
 - When partnered with other strengths or learning new strengths for the team, then full capacity or benefit is realized

Strengths Organization Descriptors

Problem Identification

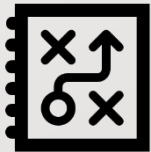


Ideation*
Intellection
Strategic*

Problem Identification:

- Strengths that see the true problem or root cause
- These strengths see problems that are coming, or that are being experienced
- Ability to cut through issues to the heart of the problem, not the ancillary issues that might cloud true identification

Problem Solving



Analytical*
Arranger
Deliberative
Input
Restorative

Problem Solving:

- Strengths that solve problems and issues that exist
- Ability to see the steps and intricate details needed to solve any problem that might exist

How Strengths Organization Categories Work Together



1. People with **Problem Identification** strengths will determine the core problem or issue.



5. The **Seeing** strength individuals will provide sight to make sure the solution is in line with the mission, values, vision and priority.



2. They partner-up on the issue with people with **Problem Solving** strengths who put the 3-step solution on paper for the team.



6. Those with **Interpersonal** strengths will make sure the solution will engage the people on the team, not leaving anyone behind or allowing someone to move too far ahead.



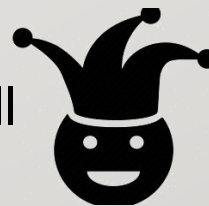
3. Problem solvers then partner-up on the solution with people with **Traction** strengths who will get it started.



7. People with **Lifestyle** strengths will ensure all is done positively, with harmony, and is aligned with core values (Belief).

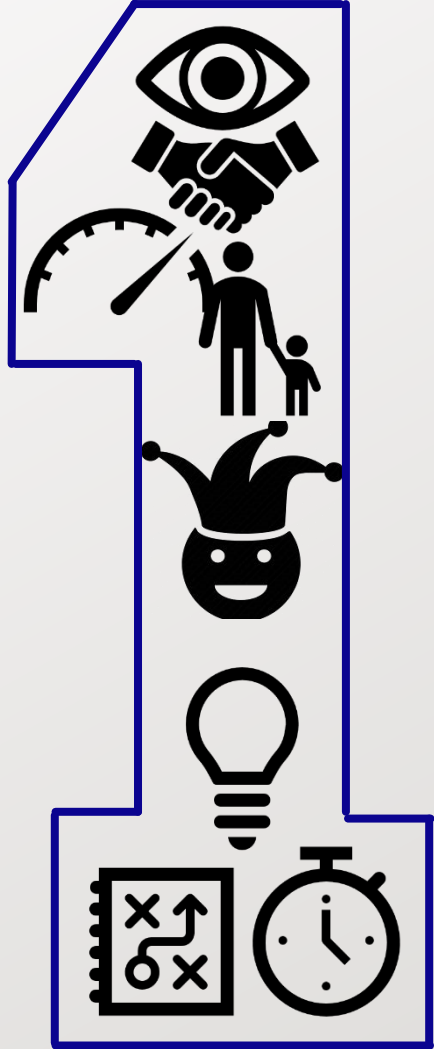


4. They (**Traction**) partner-up with people with **Driving** strengths who will make sure the solution gets finished.



8. People with **Wild Card** strengths enhance every strength, every area, and the entire process.

Strengths Organization Working Together



In the end, all 8 categories are used and the team is utilizing all of its pieces (people), all of its strengths, to build towards one, full unified and engaged team, organization, family, school, or church.

Strengths Organization

Traction



Activator
Command
Focus

Driving



Achiever
Competition
Maximizer*
Self-Assurance
Significance

* Multiple entries

Seeing (Mind's Eye)



Analytical*
Connectedness
Context
Deliberative*
Futuristic
Ideation*
Strategic*

Interpersonal



Developer
Empathy
Includer
Individualization
Maximizer*
Relator
Woo

Lifestyle (Orientation to Life)



Adaptability
Belief
Consistency
Discipline
Harmony
Positivity
Responsibility

Wild Cards (Seasonings)



Communication
Learner

Problem Identification

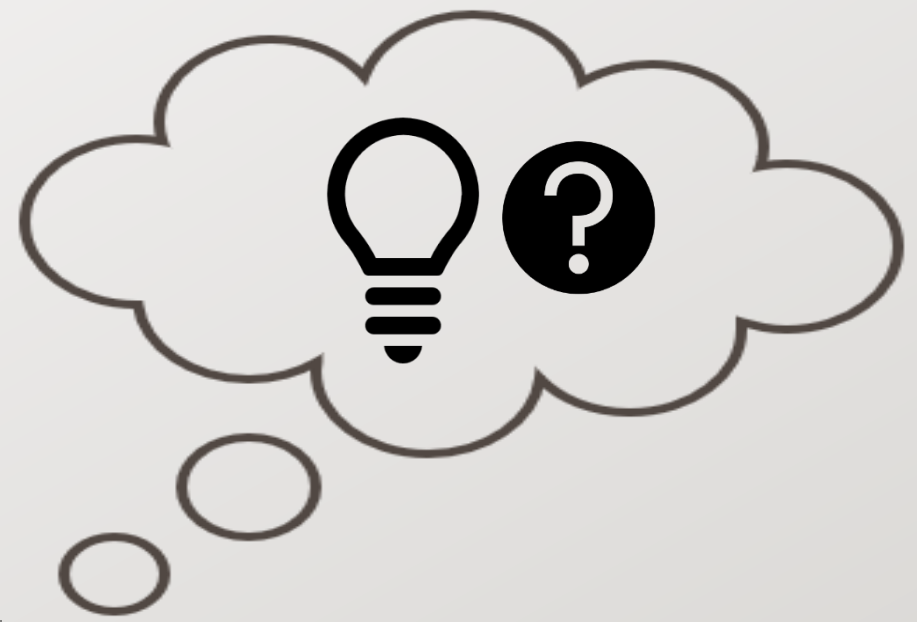


Ideation*
Intellection
Strategic*

Problem Solving



Analytical*
Arranger
Deliberative
Input
Restorative



SAMPLE TEAM ANALYSIS



Names	1	2	3	4	5	6	7	8
	Belief	Responsibility	Harmony	Relator	Self-Assurance			
	Harmony	Woo	Maximizer	Communication	Individualization			
	Developer	Harmony	Responsibility	Positivity	Learner	Connectedness	Restorative	Belief
	Analytical	Achiever	Relator	Learner	Discipline			
	Learner	Belief	Responsibility	Activator	Input			
	Harmony	Belief	Consistency	Connectedness	Relator			
	Belief	Connectedness	Context	Developer	Positivity			

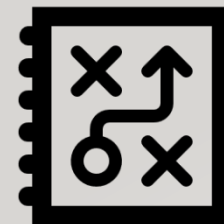
Names	1	2	3	4	5	6	7	8
	Belief	Responsibility	Harmony	Relator	Self-Assurance			
	Harmony	Woo	Maximizer	Communication	Individualization			
	Developer	Harmony	Responsibility	Positivity	Learner	Connectedness	Restorative	Belief
	Analytical	Achiever	Relator	Learner	Discipline			
	Learner	Belief	Responsibility	Activator	Input			
	Harmony	Belief	Consistency	Connectedness	Relator			
	Belief	Connected-ness	Context	Developer	Positivity			

If the Team Were An Individual Person

Top Strengths	
Strength	Total
Belief	5
Harmony	4
Responsibility	3
Connectedness	3
Learner	3
Relator	3

These 6 themes = 55.3% of the total for the team

WHAT'S MISSING?



What's Missing?

Traction



Command
Focus

Seeing (Mind's Eye)



Deliberative*
Futuristic
Ideation*
Strategic*

Lifestyle (Orientation to Life)



Adaptability

Problem Identification



Ideation*
Intellection
Strategic*

Driving



Competition
Significance

Interpersonal



Empathy
Includer

Wild Cards (Seasonings)

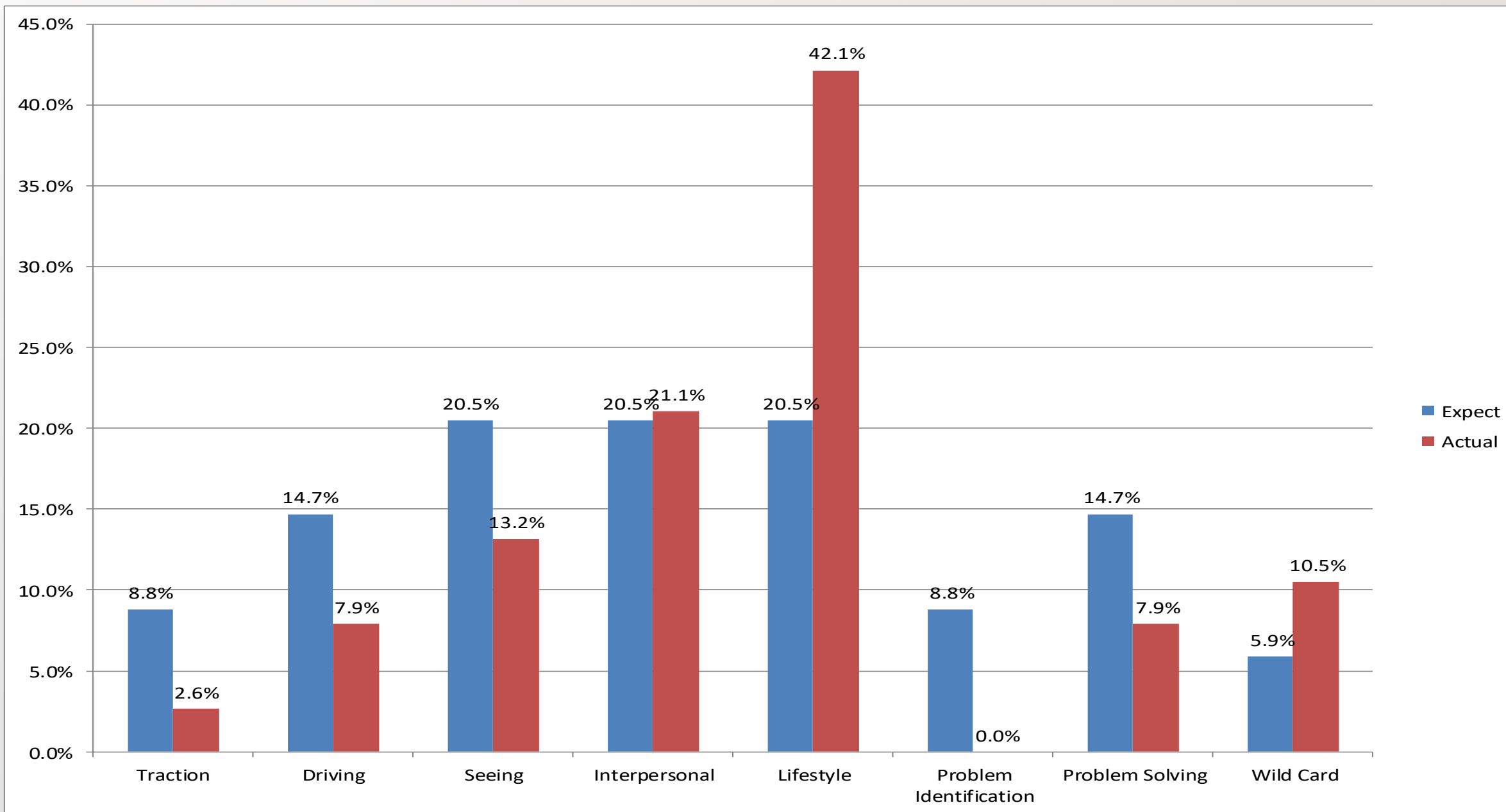


Problem Solving



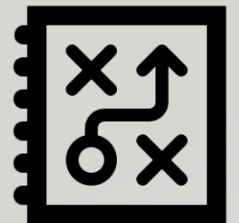
Arranger
Deliberative

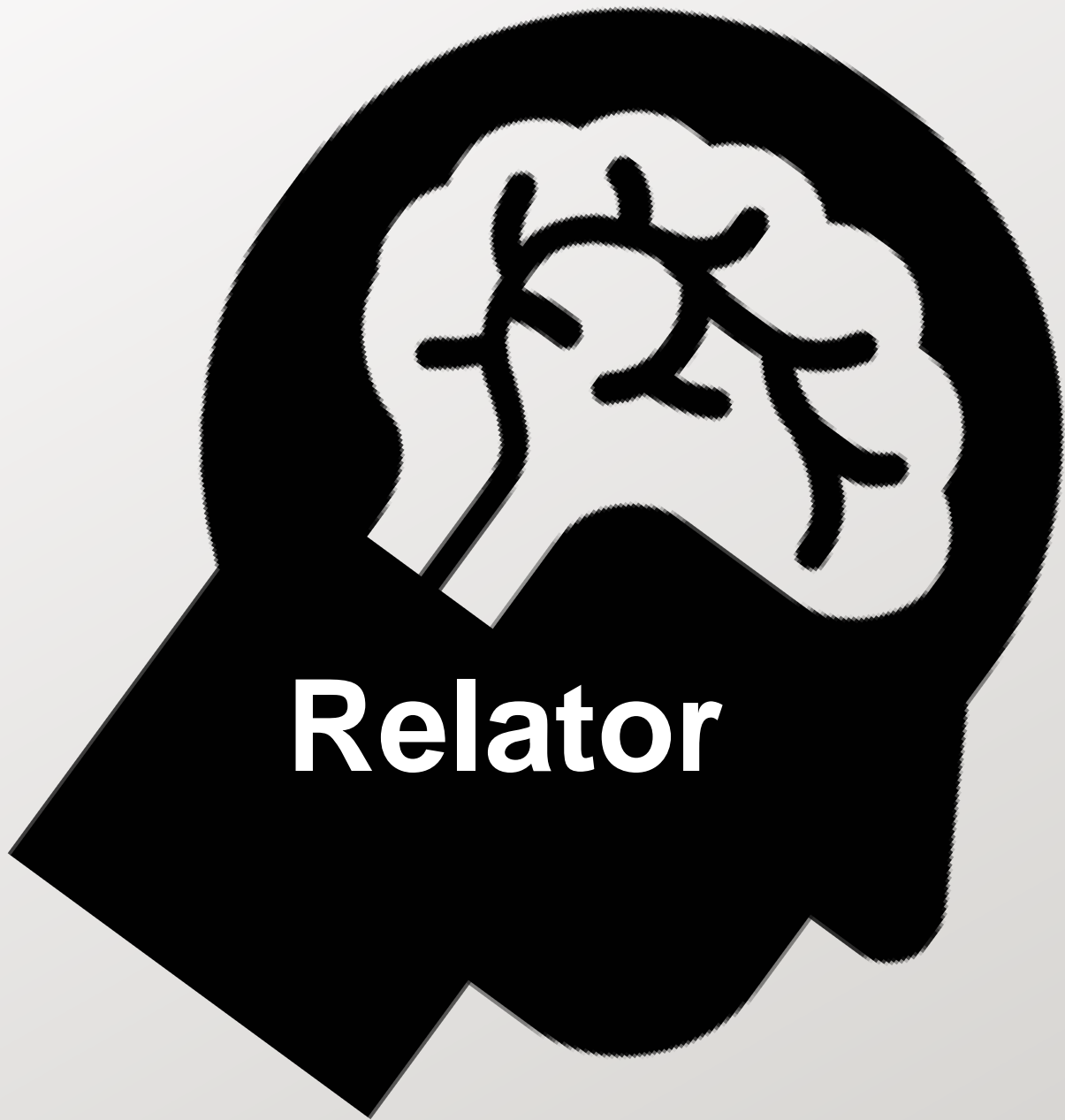
Area	Expected	Actual	Index
Traction	8.8%	2.6%	30
Driving	14.7%	7.9%	54
Seeing	20.5%	13.2%	64
Interpersonal	20.5%	21.1%	103
Lifestyle	20.5%	42.1%	205
Problem Identification	8.8%	0%	0
Problem Solving	14.7%	7.9%	54
Wild Card	5.9%	10.5%	179





WHICH STRENGTHS
MAY RUB EACH OTHER
THE WRONG WAY?





Relator



Woo



Activator



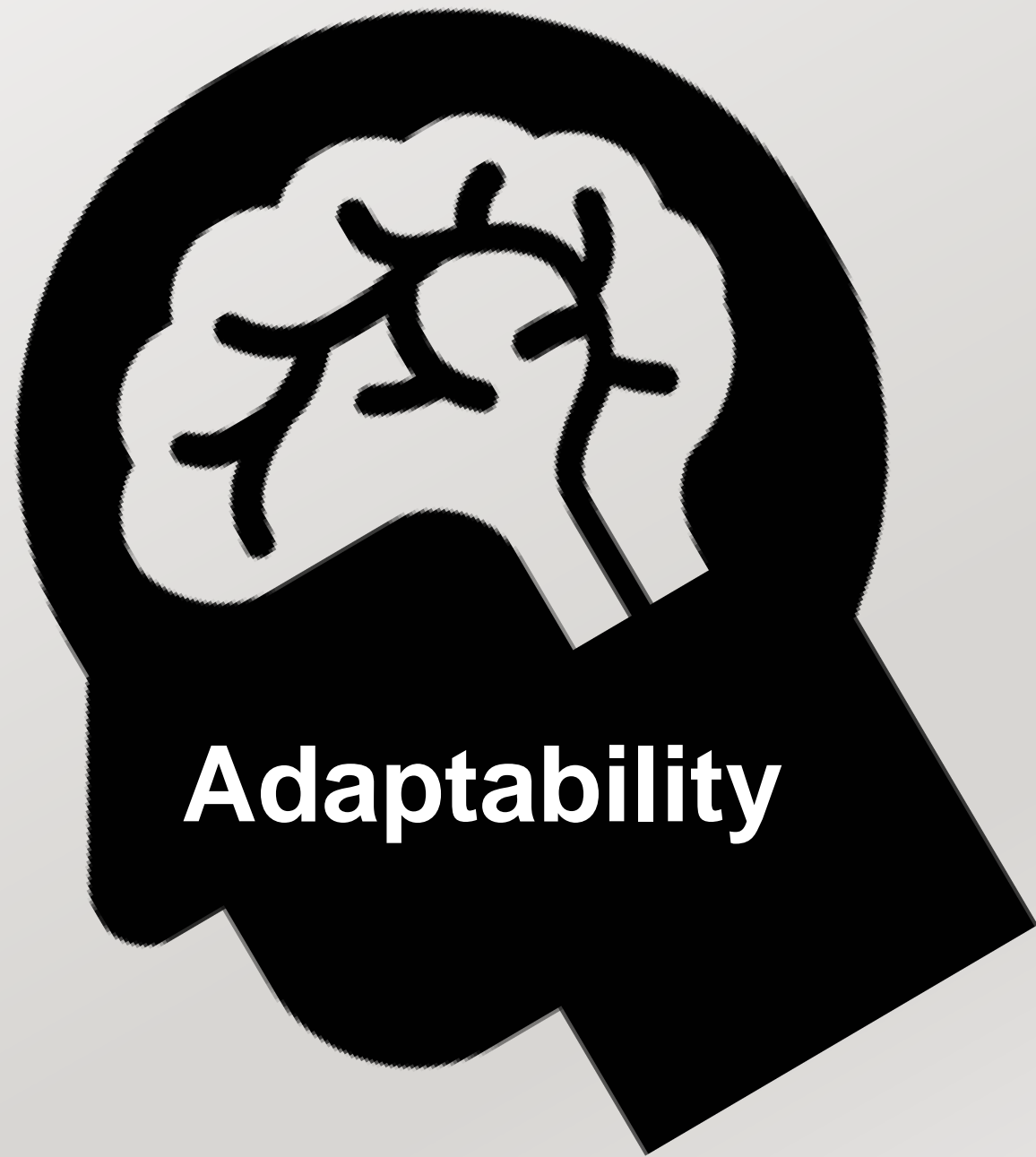
Deliberative







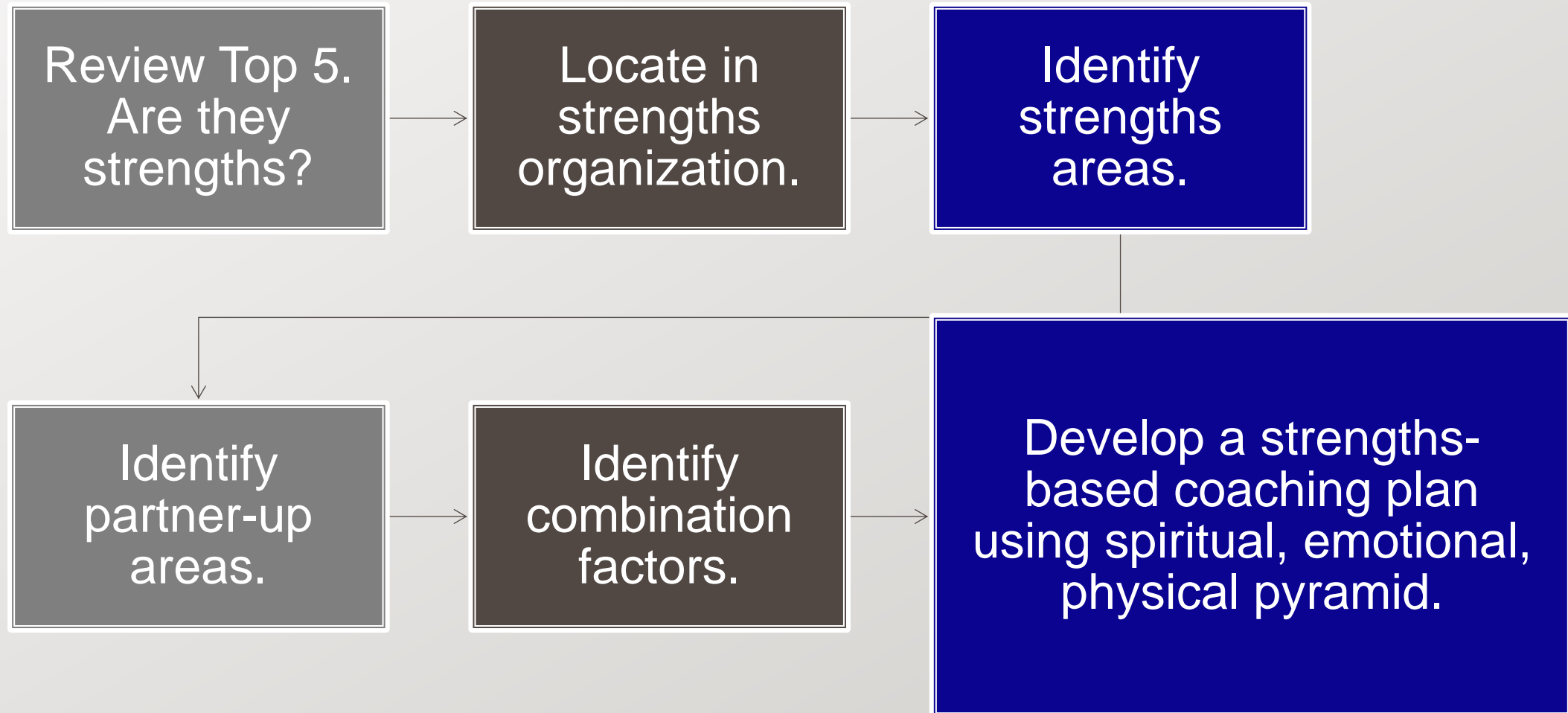
Discipline



Adaptability



StrengthsFinder Coaching Process



Strengths Organization

Traction



Activator
Command
Focus

Driving



Achiever
Competition
Maximizer*
Self-Assurance
Significance

Seeing (Mind's Eye)



Analytical*
Connectedness
Context
Deliberative*
Futuristic
Ideation*
Strategic*

Interpersonal



Developer
Empathy
Includer
Individualization
Maximizer*
Relator
Woo

Lifestyle (Orientation to Life)



Adaptability
Belief
Consistency
Discipline
Harmony
Positivity
Responsibility

Wild Cards (Seasonings)



Communication
Learner

Problem Identification



Ideation*
Intellection
Strategic*

Problem Solving



Analytical*
Arranger
Deliberative
Input
Restorative

* Multiple entries

Example: Bill Fold's Top 5

Traction



Activator
Command
Focus

Driving



Achiever
Competition
Maximizer*
Self-Assurance
Significance

* Multiple entries

Seeing (Mind's Eye)



Analytical*
Connectedness
Context
Deliberative*
Futuristic
Ideation*
Strategic*

Interpersonal



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Lifestyle (Orientation to Life)



Adaptability
Belief
Consistency
Discipline
Harmony
Positivity
Responsibility

Wild Cards (Seasonings)



Communication
Learner

Problem Identification



Ideation*
Intellection
Strategic*

Problem Solving



Analytical*
Arranger
Deliberative
Input
Restorative

Example: Bill Fold's Partner-Up Opportunities

Traction



Activator
Command
Focus

Driving



Achiever
Competition
Maximizer*
Self-Assurance
Significance

Seeing (Mind's Eye)



Analytical*
Connectedness
Context
Deliberative*
Futuristic
Ideation*
Strategic*

Interpersonal



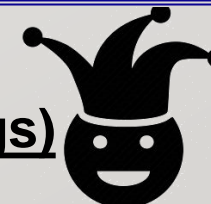
Developer
Empathy
Includer
Individualization
Maximizer*
Relator
Woo

Lifestyle (Orientation to Life)



Adaptability
Belief
Consistency
Discipline
Harmony
Positivity
Responsibility

Wild Cards (Seasonings)



Communication
Learner

Problem Identification



Ideation*
Intellection
Strategic*

Problem Solving



Analytical*
Arranger
Deliberative
Input
Restorative

* Multiple entries

Example: Millie Mupp's Top 5

Traction



Activator
Command
Focus

Driving



Achiever

Competition
Maximizer*
Self-Assurance
Significance

* Multiple entries

Seeing (Mind's Eye)



Analytical*
Connectedness
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Futuristic
Ideation*
Strategic*

Interpersonal



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Relator
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Lifestyle (Orientation to Life)



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Communication
Learner

Problem Identification



Ideation*
Intellection
Strategic*

Problem Solving



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Example: Millie Mupp's Top 5

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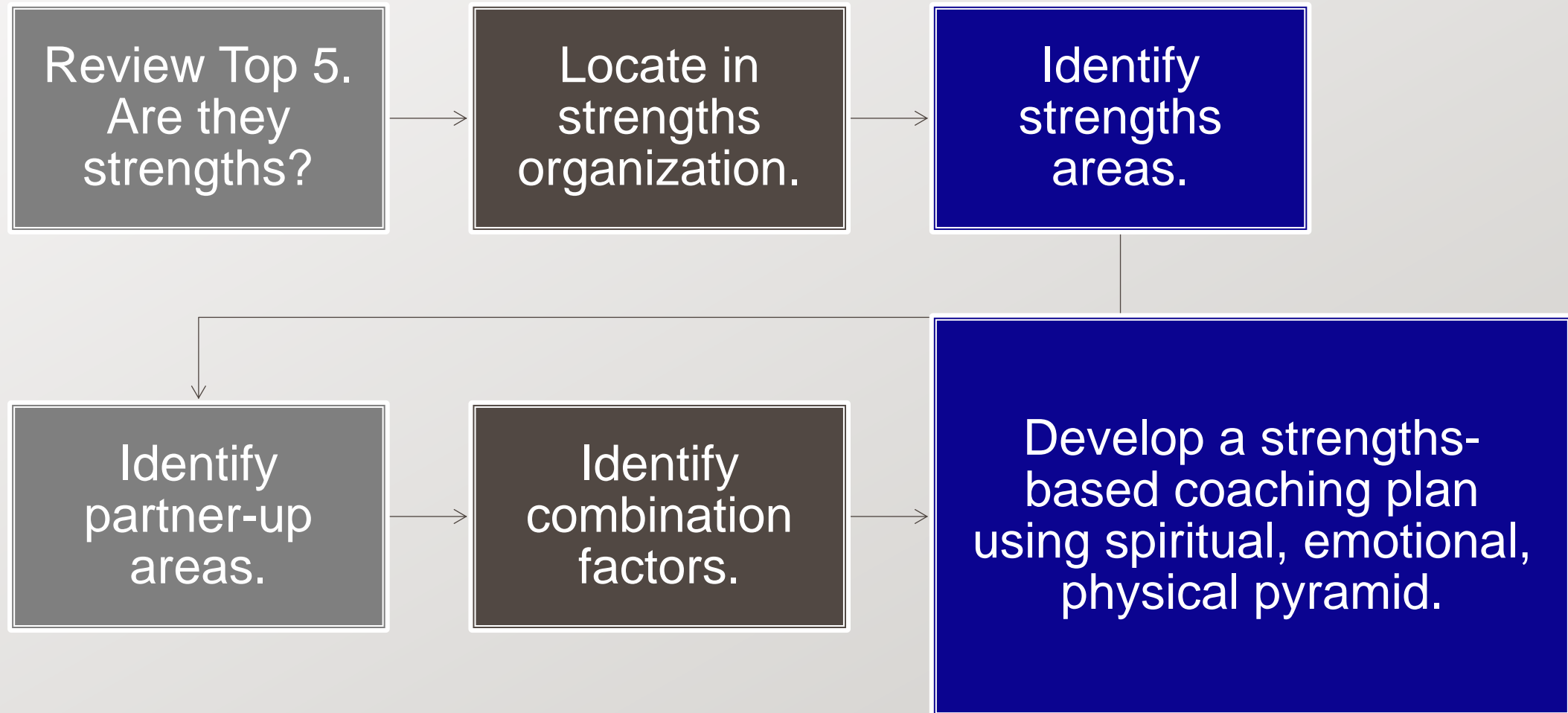
Ideation*
Intellection
Strategic*

Problem Solving



Analytical*
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StrengthsFinder Coaching Process



Strengths For Others: You, Your Strengths & Others


Where can we find key partner-up opportunities?



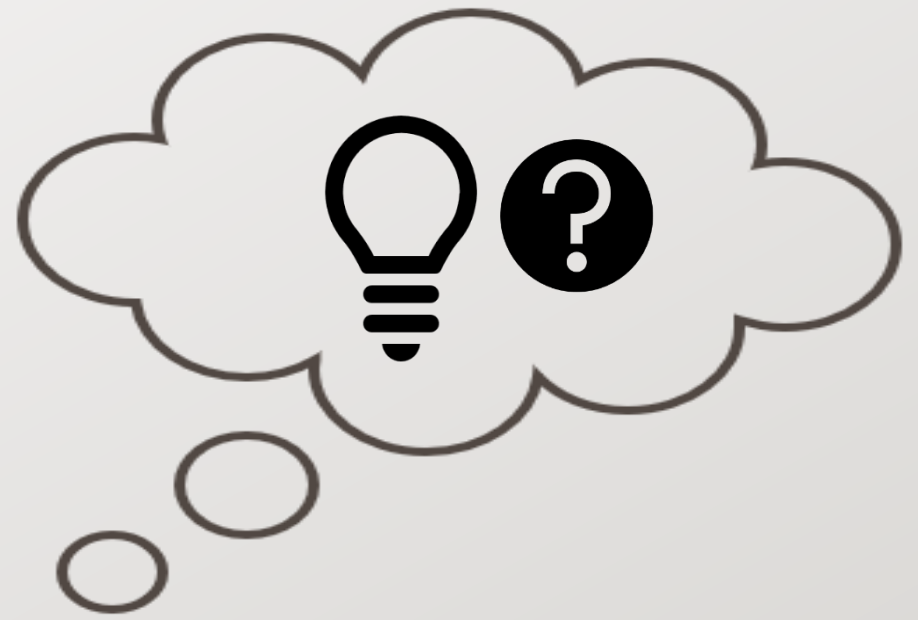
How can we all work together for our ministry as a whole?



What does this all mean in light of our strengths, God's plan for us, and His kingdom?



Unity of the body?





Conclusion

- **Closing comments**
- **1 Corinthians 12**
- **Closing prayer**

THANK YOU!

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Partner2Learn