

START WITH TALENT; FINISH WITH STRENGTH
UNLEASH YOUR TALENTS



Martha Roth

Empathy / Positivity / Developer / Connectedness / Strategic



TRAINING OUTCOMES

- Improve self-awareness about leadership, communication and collaboration
- Encourage communication at the conference and at your county
- Create greater appreciation for what each person brings to the county
- Offer common language to describe each person's unique contribution

**WHAT DO YOU WANT TO BE DIFFERENT
AS A RESULT OF BEING IN THIS
TRAINING?**



WHAT INSPIRES YOU TO CHANGE?



BEGIN WITH THE END IN MIND



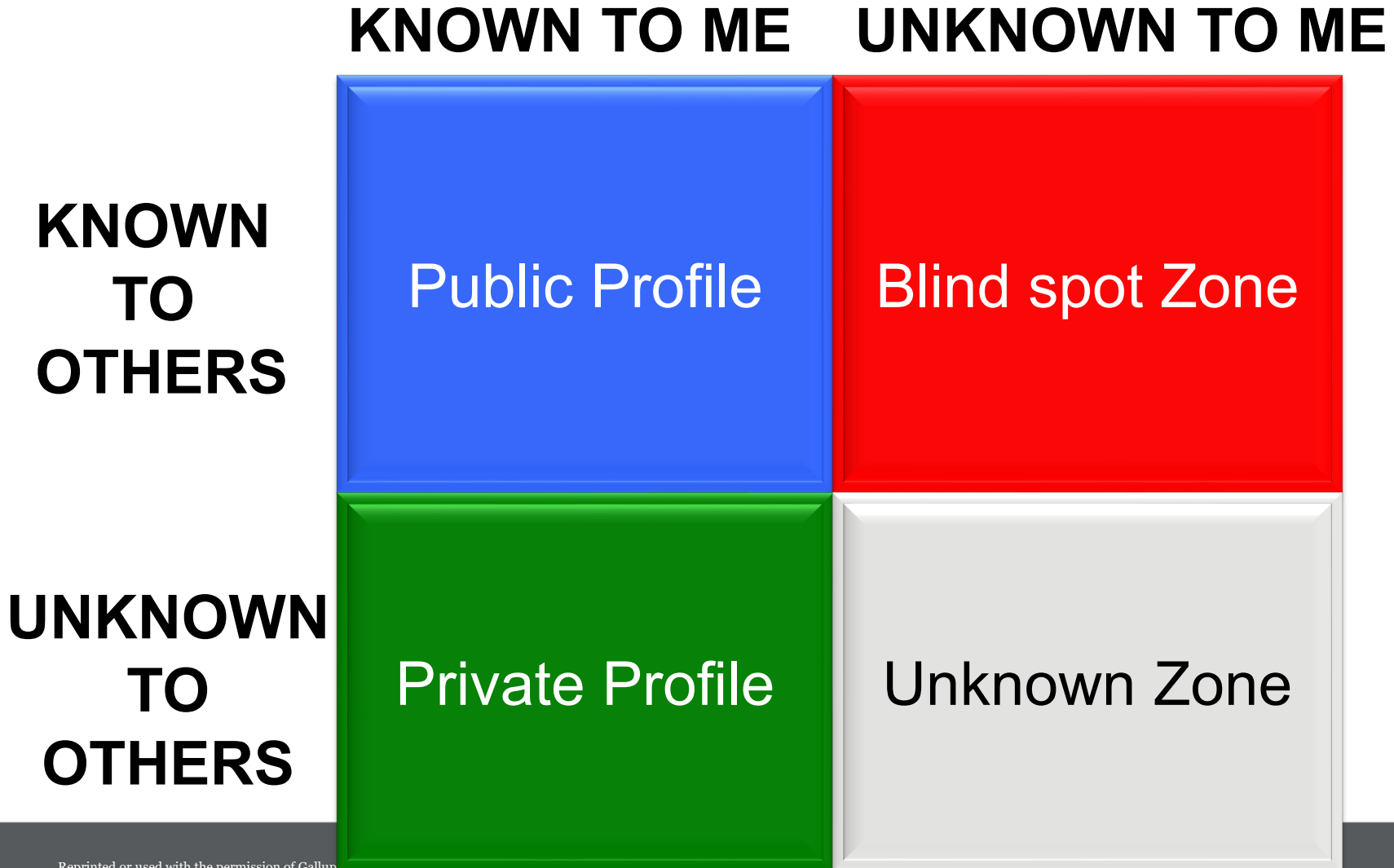
- What do you want your life to reflect?
- How do you want to be viewed?
- Now and later

You are not here merely to make a living.
You are here in order to enable the world to
live more amply, with greater vision, with a
finer spirit of hope and achievement. You are
here to enrich the world, and you impoverish
yourself if you forget the errand.”

- WOODROW WILSON



JOHARI Window



When you ask for or receive feedback *and* share about yourself....

KNOWN TO ME

UNKNOWN TO ME

KNOWN
TO
OTHERS

Public Profile

Blind spot
Zone

UNKNOWN
TO
OTHERS

Private Profile

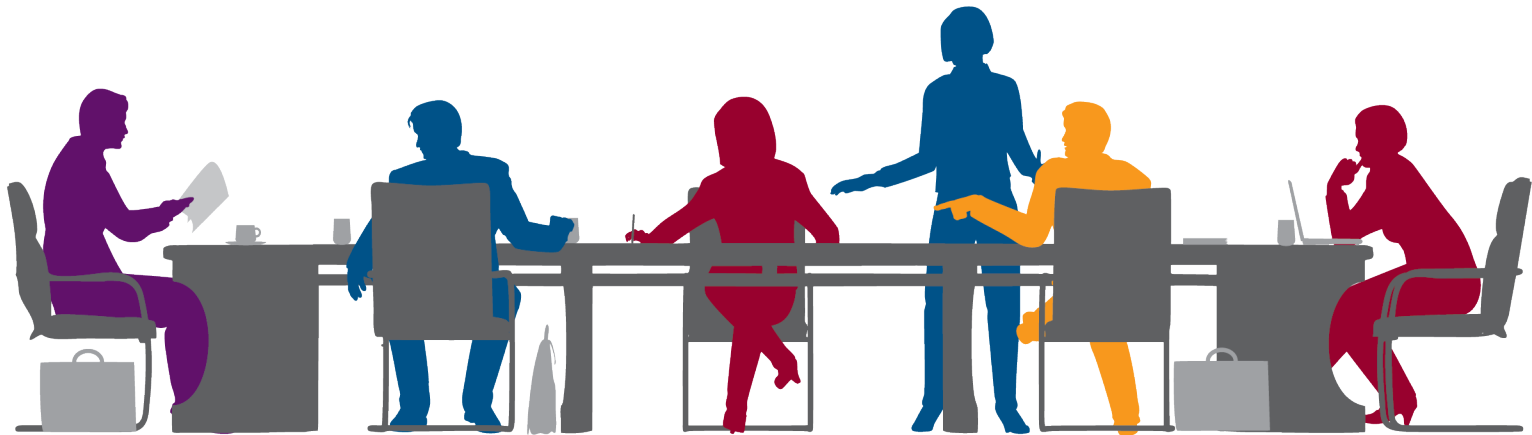
Unknown Zone

FOCUS ON YOU – On your name tent write...



1. **One positive word** people use to describe you
2. **Share** at your table

The key to **success** is to fully understand how to apply your greatest **talents** and **strengths** in your **everyday** life.

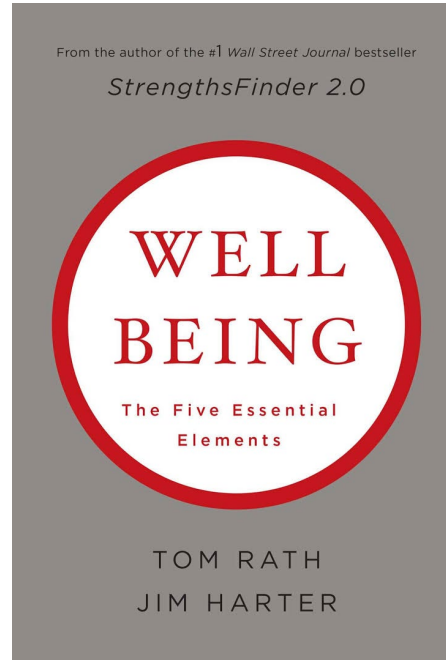


“I don’t wanna go home and love my home life. I wanna love my whole life. I wanna love the entirety of it.”

Mike Veeck
Fun Is Good video



- Physical
- Community
- Financial
- Career/Purpose
- Social



**#1 is
Career-
Purpose**

PEOPLE WHO FOCUS ON USING THEIR STRENGTHS ...



are **three TIMES** as likely to report having an excellent quality of life



are **six TIMES** as likely to be engaged in their jobs

PEOPLE WORKING IN THE STRENGTHS ZONE ...

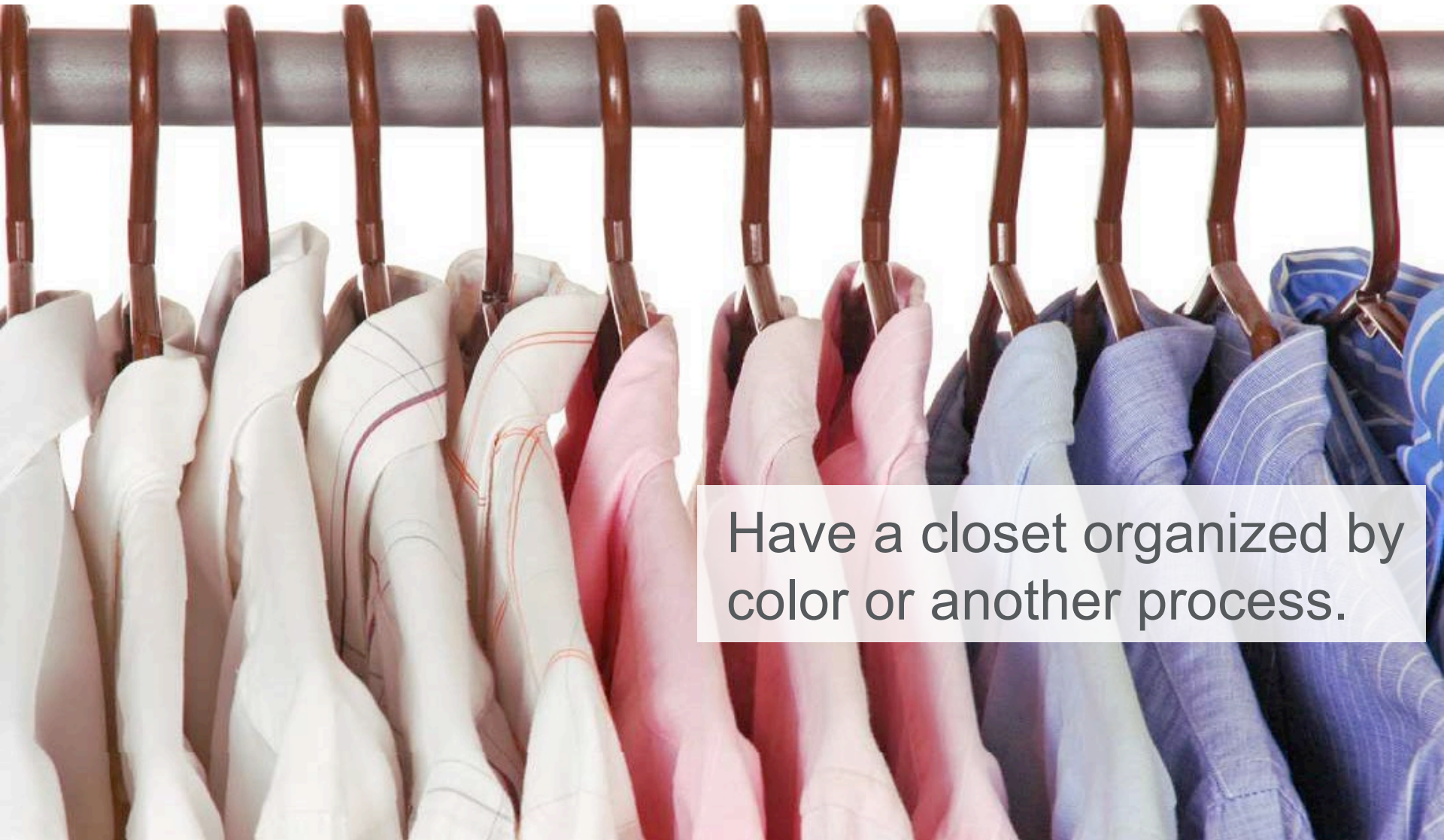
- look forward to going to work
- have more positive than negative interactions with coworkers
- treat customers better
- tell their friends they work for a great organization
- achieve more on a daily basis
- have more positive, creative, and innovative moments

STAND UP IF YOU...



Talk to people in elevators,
airplanes, grocery stores, anywhere.

STAND UP IF YOU...



Have a closet organized by color or another process.

STAND UP IF YOU...

A close-up photograph of a person's hands holding a piece of white graph paper. The left hand holds the bottom left corner of the paper, while the right hand holds a silver pen, poised to write. The paper has a light gray grid pattern. Printed on the paper in a black, sans-serif font is the text "Write a list of things to do each day...". The background is blurred, showing what appears to be a wooden surface and some yellow objects.

Write a list of things
to do each day...

STAND UP IF YOU...

A close-up photograph of a person's hands holding a piece of white graph paper. The left hand holds the bottom left corner of the paper, while the right hand holds a silver pen, poised to write. The paper has a light gray grid pattern. On the paper, the text "Write a list of things to do each day..." is printed in a black, sans-serif font. Below this, the phrase "including on the weekends." is written in a red, sans-serif font. The background is blurred, showing what appears to be a wooden surface and some yellow objects.

Write a list of things
to do each day...

including on the
weekends.

STAND UP IF YOU...

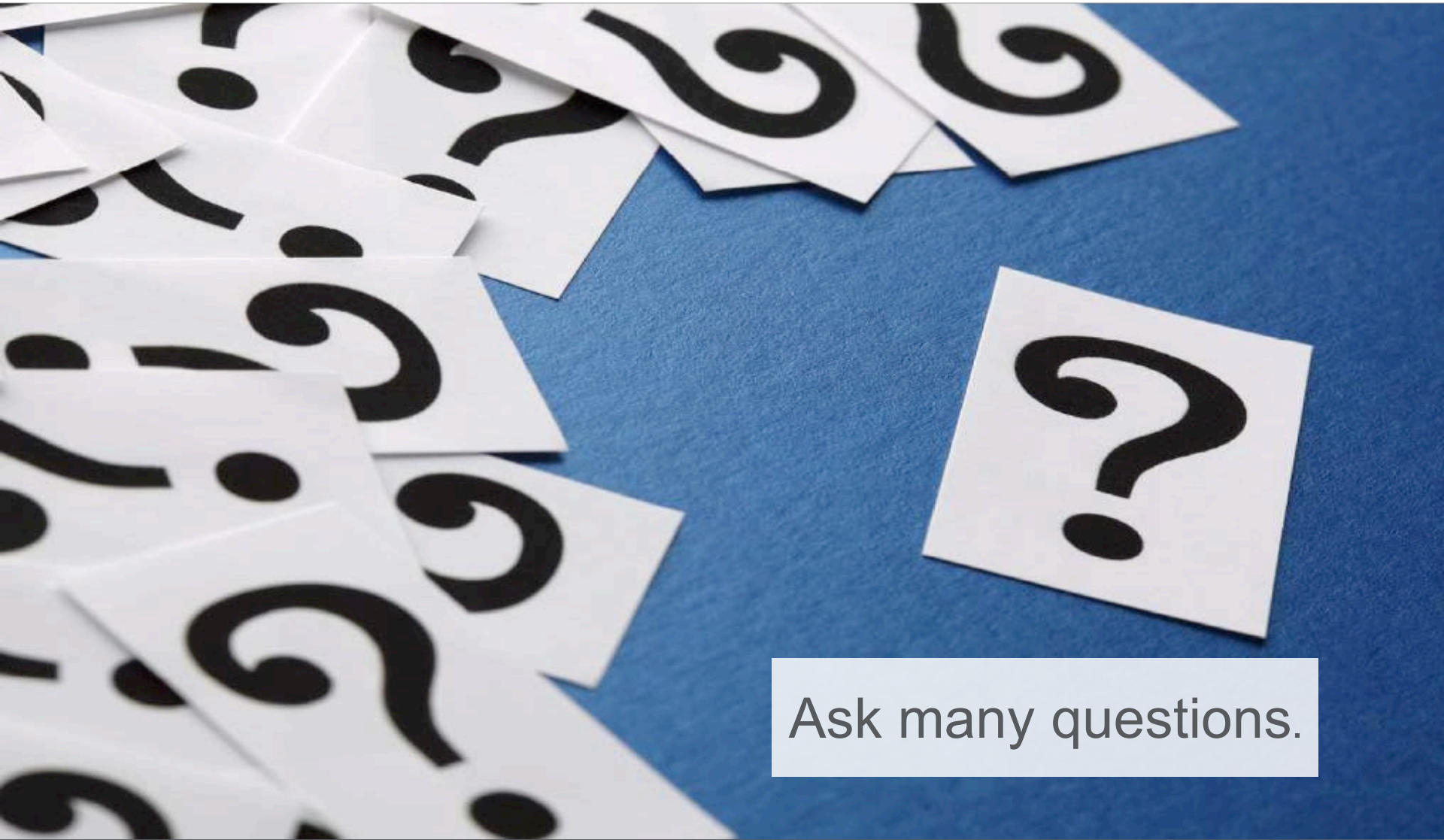
Go directly to a familiar face when you get to a party.



STAND UP IF YOU...

Need to pick someone
to race while driving

STAND UP IF YOU...



Ask many questions.

STAND UP IF YOU...



Discover the plot of
the film before others.

STAND UP IF YOU...



Press the elevator button
to “remind” it you are there.

STAND UP IF YOU...



Cry while watching movies, TV shows, or commercials.

EVERYONE HAS TALENT

Talent is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

Examples of talent include:

- effortlessly and instinctively starting conversations
- thinking in an orderly or timely manner
- being able to easily influence others
- seeing patterns in data
- consistently having a positive outlook on life

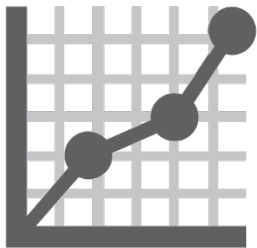
COMMON LANGUAGE



PEOPLE WHO FOCUS ON USING THEIR STRENGTHS **MAXIMIZE THEIR POTENTIAL**



People who learn to use their strengths every day have **7.8% greater productivity.**



Teams who receive strengths feedback have **8.9% greater profitability.**

PRINT THE FOLLOWING PHRASE THREE TIMES:

“I use my strengths every day.”





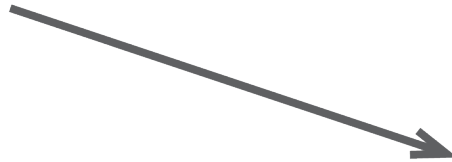
Donald O. Clifton, Ph.D.

psychologist and business executive
(1924-2003)

“What will happen when we think about what is **right** with people rather than **fixating** on what is **wrong** with them?”

Start With

TALENT;



Finish With

STRENGTH

There is nothing wrong with being aware of our weaknesses and managing them, but our greatest opportunity for success lies in building on our natural talents.

The **CLIFTON STRENGTHSFINDER®**
is the code that cracks open your
awareness of your unique talents.

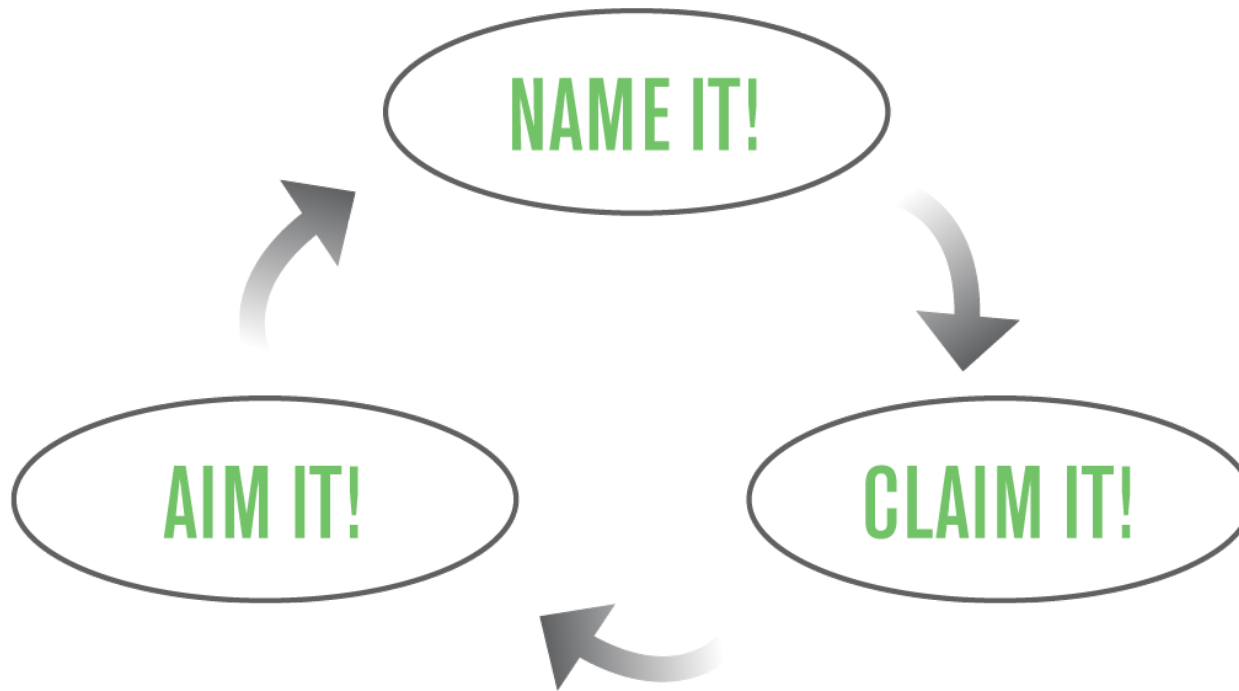


THEMES ARE THE BASIC LANGUAGE OF TALENT



NAME IT! CLAIM IT! AIM IT!

YOUR REPORT IS A BEGINNING, NOT AN END.



NAME IT! CLAIM IT! AIM IT!

YOUR REPORT IS A BEGINNING, NOT AN END.

Name It!

- Read your Signature Theme Report (Top Five) and highlight or underline the words or phrases that best describe you.

NAME IT! CLAIM IT! AIM IT!

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Name It!

- Read your Signature Theme Report (Top Five) and highlight or underline the words or phrases that best describe you.

Claim It!

- Which of your five Signature Themes do you really “own”?
- How does this theme help you to be successful? ...work life and home life?
- Give an example of where you have seen this theme at work in your life recently.

TOUR OF 34 THEMES



Break

DOMAINS OF TALENT – Natural Power & Edge

THE 34 TALENT THEMES CLUSTERED BY DOMAIN

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

DOMAINS OF TALENT – Natural Power & Edge

THE 34 TALENT THEMES CLUSTERED BY DOMAIN

- Determine your domain of talent and circle it:
 - Your domain is obvious if you have 3-5 themes in the same domain
 - If you have 2, 1, 1 and 1, circle one with 2
 - If you have a split of 2 and 2, circle the domain that most resonates with you

DOMAIN CORNERS

ACTIVITY

1. Go to a domain table
2. 2 sheets at each table
3. Need volunteer to write
4. For each domain, discuss and write:
 - ✓ **Bring** - What does this domain bring to the team?
 - ✓ **Needs** - What does this domain need from others to be effective?



Break

STRENGTHS COMPARING

- Buddy up with someone who has one same strength as you
- Discover
 - How is this theme described in your report?
 - How is it different? How is it similar?
 - What impact do you have when you use this strength?



TEAM TOWER



TEAM TOWER

- Observer/measurer job
- 5 minutes- talk about your tower design but do not touch
- 5 minutes- create your tower
- Measure



TEAM TOWER

- What did you notice during planning vs executing?
- What obstacles?
- How did you work through them?
- What strengths did you see at work?



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Claim It!

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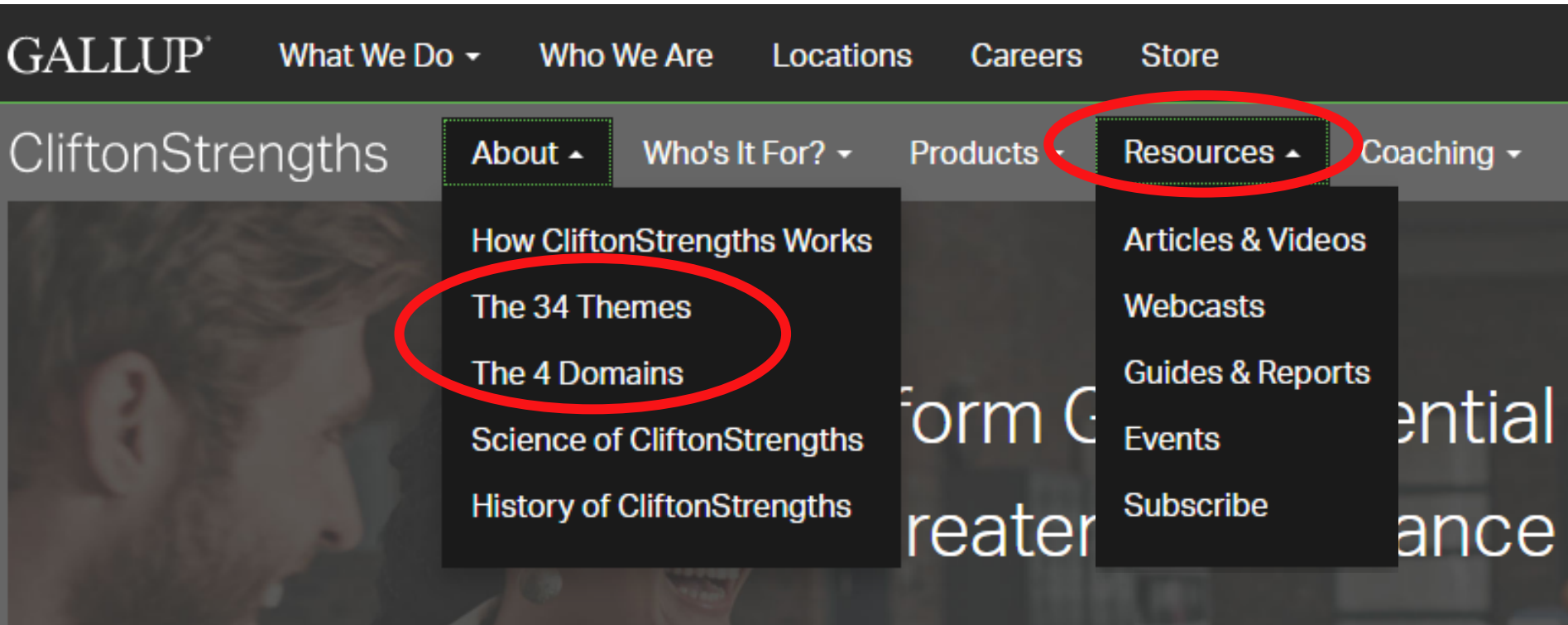
Aim It!

- How could you use this Signature Theme more intentionally?

NAME IT! CLAIM IT! AIM IT!

YOUR REPORT IS A BEGINNING, NOT AN END.

<https://www.gallup.com/cliftonstrengths>



Live Your Strengths!

- Know your top 5
- Be proud of your top 5
- Post your top 5
- Develop your top 5
- Donate your top 5! Donate them every day!

Thank you for letting me share with you.

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BEGIN WITH THE END IN MIND

7490 days left April 2019

(countmydays.com)

6715 days left

TALENT AS A FILTER

