Creating Our Best Selves
Through Strengths and Wellbeing
Develop and Apply your Strengths
Focus on you!

- Name (the name you prefer to be called!)
- What are your top 5?
- What you get paid to do
- Moment of Inspiration
- Hope/Goal/Expectation
After completing this seminar, participants will be able to:

- Describe their themes of talent.
- Recognize the role of their themes of talent in their behavior.
- Identify how their themes of talent have contributed to past success.
- Describe how their themes of talent work together.
- Value their themes of talent and the role they play in their lives.
- Identify knowledge and skill beneficial to transforming their talents into strengths.
- Identify and demonstrate ways in which their talents can help them achieve success.
- Apply theme-specific strategies toward the goal of developing their talents into strengths.
The Truths

The TRUTHS that allow you to play to your strengths most of the time

- As you grow you become more of who you already are
- You are going to grow and develop the most in your areas of strength
- What your team needs of you most of all is for you to bring your strengths deliberately
Which parts of a person can you change?
Clarifying the Language

**Talent**
(a natural way of thinking, feeling, or behaving)

**Investment**
(time spent practicing, developing your skills, and building your knowledge base)

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**Strength**
(the ability to consistently provide near-perfect performance)

Strengths are talents used productively

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Can see a clear connection between their themes and past and present behavior.

Can link strengths to successes.

Has a clear understanding of their uniqueness and sees others strengths.

Has a relationship(s) that is encouraging their strength’s development.

Understands, can define and verbalize their themes.

Has a basic understanding of their themes.

Can utilize the knowledge of their five themes to plan, strategize, analyze and direct their behavior.
2009 Poll Ignored Weakness Strengths

- Engaged
- Not Engaged
- Actively Disengaged
What “Active Disengagement” Looks Like...
How can today help you?

Strengths Awareness ➔ Confidence ➔ Self Efficacy ➔ Motivation to excel ➔ Engagement

Apply strengths to areas needing improvement ➔ Greater likelihood of success
Applying Your Strengths
Where does passion fit in?
## Talent Connection

<table>
<thead>
<tr>
<th>Theme</th>
<th>What this allows me to do</th>
<th>When / Where I recently used this theme</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Restorative</strong></td>
<td>I listen well and can provide suggestions that help solve problems.</td>
<td>A co-worker was having a hard time finding a solution for a problem a student was having. I was able to understand the situation and offer the input on how the situation could be solved.</td>
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</tbody>
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Building Strengths

STRENGTH
What is something at work you enjoy and do well?

SKILL
The ability to do something

FACTUAL KNOWLEDGE
Learned by training/education or study

EXPERIENTIAL KNOWLEDGE
Learned by doing.

TALENT
My Themes

Adaptability
Individualization
Empathy
Responsibility
Consistency

Critical Tasks

Answer phone questions
Organize student records
Meet with a student one on one
Talents and Goals

Challenge or Goal

Theme

Theme

Theme
Your questions?
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!
One of my Signature Themes that I will consciously develop and strengthen:

One of my Signature Themes I will donate to my work more often than I do now:

What is one thing you will do starting today to get on and stay on your strengths path?