



wth
growth

Be Your Strongest

Presented by Dionne S. Dávila, M.A.

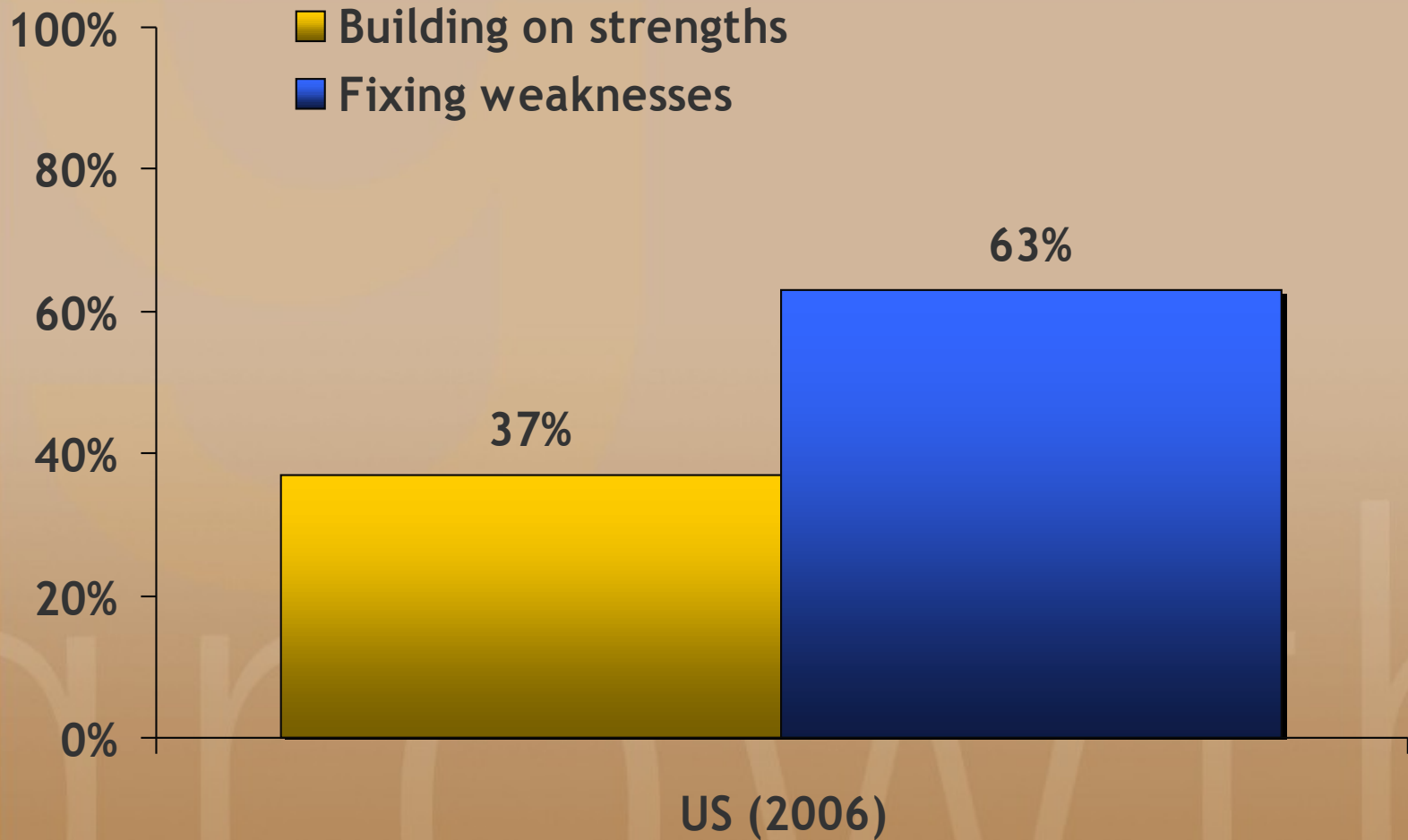
Tomás Rivera Center for Student Success



What Do You Think?

growth

Which do you think will help you be most successful?





Strengths Movement

- History
- Talents
- Strengths
- Goal
- 6 Steps
- Resources



History

- **Positive Psychology**
 - Seligman
- **Gallup**
 - Clifton
 - Rath
 - Buckingham



People have several times more potential for growth when they invest energy in developing their strengths instead of correcting their deficiencies.

Rath, T. (2005). *Strengths Finder 2.0*. New York: Gallup Press.



Consider the following...

Misguided Maxim:

You can be anything you want to be, if you just try hard enough

New Maxim:

You cannot be anything you want to be- but you can be a lot more of who you already are.

Rath, T. (2005). *Strengths Finder 2.0*. New York: Gallup Press.



Each person has greater potential for success in specific areas, and the key to human development is building on who you already are.

Rath, T. (2005). *Strengths Finder 2.0*. New York: Gallup Press.



The Goal

- Be the strongest “You” through recognizing and utilizing your strengths as well as managing (NOT FIXING) weaknesses.
- Identify what is best and most effective in you and then apply it in the real world.

Rath, T. (2005). *Strengths Finder 2.0*. New York: Gallup Press.



Do not try to be someone else. Strive to be the person you really are- fully and completely. This is your best avenue to achieving excellence.

Excellence is an expression of identity and integrity.

Adapted from Clifton Anderson's (2004). *What is Strengths-Based Education?*



Talents

- Represents a capacity to do something
- Makes you exceptional
- Knowing, understanding, and valuing your talents is directly linked to achieving in classes, careers, and throughout your life.


Clifton, D.O.; Anderson, E.; Shreiner, L.A. (2006). StrengthsQuest.
New York: Gallup Press.



What is a Strength?

- The ability to provide consistent, near-perfect performance in a given activity.
- Strengths start as talents.
- Are produced when talents are refined with knowledge and skill.

Clifton, D.O.; Anderson, E.; Shreiner, L.A. (2006). StrengthsQuest.
New York: Gallup Press.



Strengths

Many of the skills and much of the knowledge used to refine a talent into a strength come through experience and lots of it!

Talent X Investment = Strength


Clifton, D.O.; Anderson, E.; Shreiner, L.A. (2006). StrengthsQuest.
New York: Gallup Press.



Top Achievers

- **Build** their lives upon their talents no matter what field they are in.
- **Apply** their strengths in roles that best suit them.
- **Invent** ways to apply their strengths to their achievement tasks.

Clifton, D.O.; Anderson, E.; Shreiner, L.A. (2006). StrengthsQuest.
New York: Gallup Press.



The Quest

- Find what your strengths are, to achieve excellence, and become all you can be through your own natural talents.

Results

- Self-identity and personal values become clearer.
- Increase in confidence, optimism, and focus.



What Do Strengths Produce?

Personal Excellence

growth

growth



Put Your Strengths To Work

1. Bust The Myths
2. Get Clear
3. Free Your Strengths
4. Stop Your Weaknesses
5. Speak Up
6. Build Strong Habits

Buckingham, M. (2007). *Go Put Your Strengths to Work*.
New York: Free Press.



Bust The Myths

Myth

1. As you grow, your personality changes.
2. You will grow the most in your areas of greatest weakness.
3. A good team member does whatever it takes to help the team.

Truth

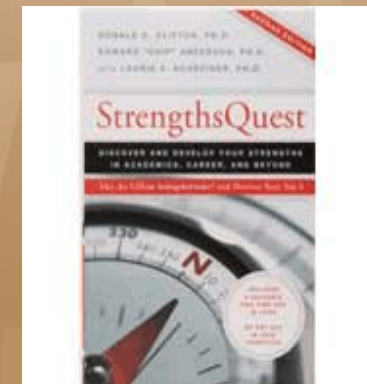
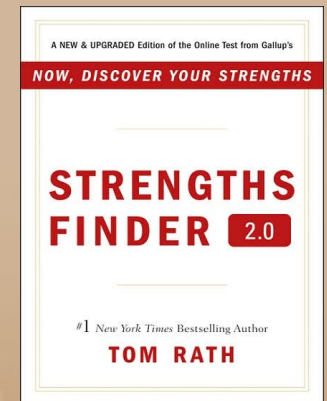
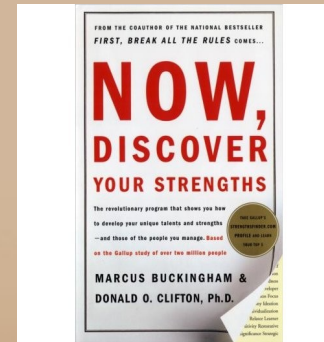
1. As you grow, you become more of who you already are.
2. You will grow the most in your areas of greatest strength.
3. A good team member deliberately volunteers his strengths to the team.

Get Clear

Do you know what your strengths are?

Assessment

- Strengths Finder 2.0
www.strengthsfinder.com
- StrengthsQuest
www.strengthsquest.com
- Now, Discover Your Strengths
www.marcusbuckingham.com





Free Your Strengths

How do you make the most of what strengthens you?

1. Identify exactly how and where each strength helps you in your current role.
2. Find the missed opportunities to leverage each strength in your current role.
3. Learn new skills and techniques to sharpen each strength.
4. Build your “job” toward each new strength.



Stop Your Weaknesses

How can you cut out what weakens you?

1. Identify the activities that you “loathe”.
2. Look for opportunities to do it less (leverage your strengths).
3. Create a “Strong Week” plan.



Stop Your Weaknesses

4. Team up with someone who is strengthened by the very activity that weakens you.
5. Offer up one of your strengths, and gradually steer your job toward this strength and away from the weakness.
6. Perceive your weakness from a different perspective.



Speak Up

How do you create strong “teams”?

1. Discuss your strengths with others (especially those in authority).
2. Give specific examples when you used this strength in the last week.



Speak Up

4. Explain precisely how this strength helps you in your job, school, relationships.
5. Share how this strength can help the team, organization, relationship, etc.
6. Thank others for the opportunity to share and encourage them to explore their strengths.



Build Strong Habits

How can you make this last forever?

1. **Every day** review your top 3 strengths and top 3 weaknesses.
2. **Every week** complete a Strong Week Plan.
3. **Every quarter** reflect on outcomes of strengths, re-assess, and move on.
4. **Every six months** pick a week and capture, clarify, and confirm your strengths.

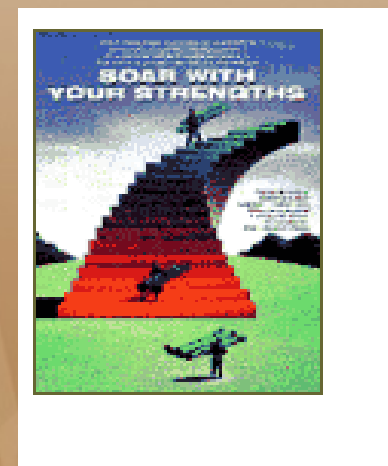
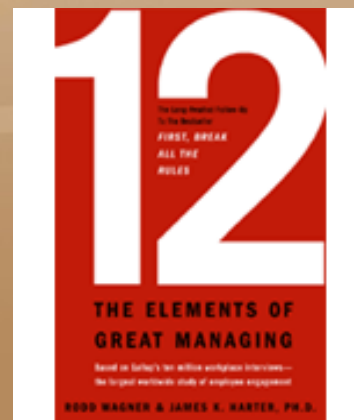
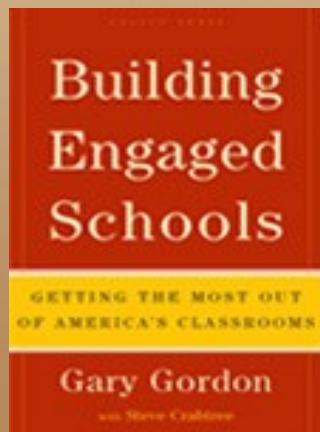
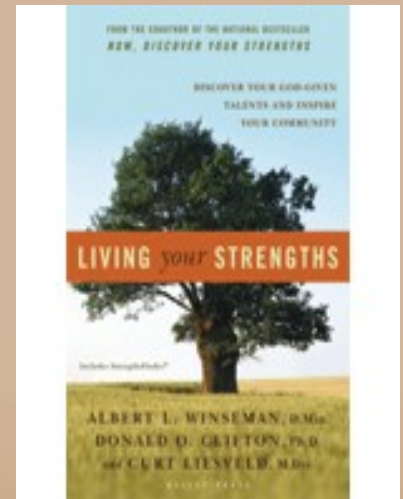
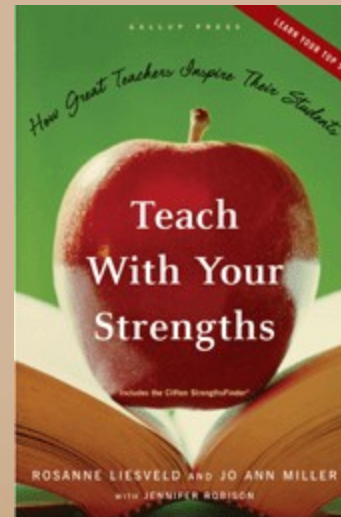
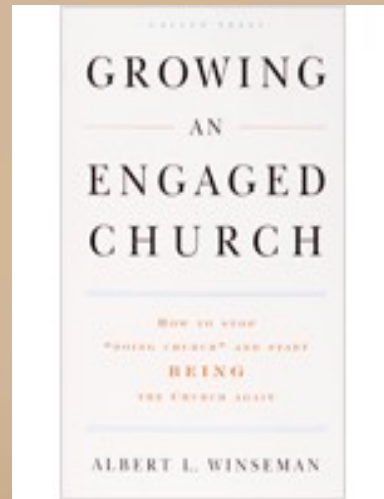
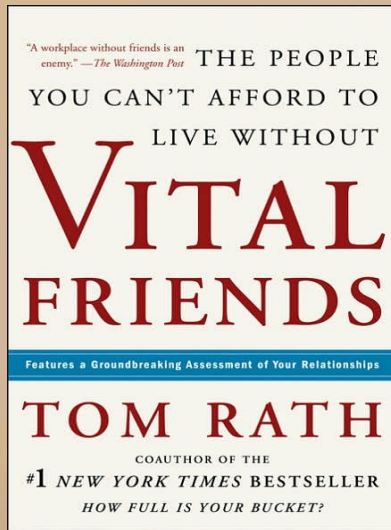


Now What?

Let tomorrow be a stronger day than today.

Tomorrow begin asking yourself,
“What are my strengths, and how can I
contribute them today?”

Other Resources





Bibliography

Anderson, E. (2004). What is Strengths-Based Education. *Educator Resources*. Retrieved May 24, 2007 from <http://www.strengthsquest.com/resources/educator.html>

Anderson, E.; Clifton, D.O.; Schreiner, L.A. (2006). *StrengthsQuest: Discover and Develop Your Strengths in Academics, Career, and Beyond*. New York: Gallup Press.

Buckingham, M. (2007). *Go Put Your Strengths to Work: Powerful Steps to Achieve Outstanding Performance*. New York: Free Press.

Rath, T. (2005). *Strengths Finder 2.0*. New York: Gallup Press.