Be Your Strongest
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What Do You Think?
Which do you think will help you be most successful?

- Building on strengths: 37%
- Fixing weaknesses: 63%

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.

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.

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

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.

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.

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.

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!

\[ \text{Talent} \times \text{Investment} = \text{Strength} \]

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.

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
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

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


