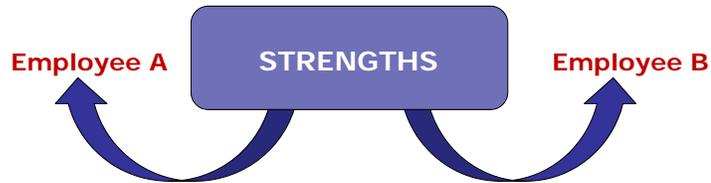




What Makes You Stand Out?

All things being equal...



The difference between A and B is STRENGTHS

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StrengthsFinder – FAQ's

- ❖ 40 years of research
- ❖ 5 million+ interviews – 63+ countries
- ❖ :20 – first response/instinct
- ❖ 34 most common
- ❖ 5 pre-dominant – function predominantly from 2
- ❖ Rank vs. Function
- ❖ 98.9% accuracy – 1st time
- ❖ 89.9% accuracy – 2nd time
- ❖ 1:278,000 – possibility of anyone sharing your top 5 in any order
- ❖ 1:33.5 mill. – possibility of anyone having top 5 in the same order
- ❖ **Only 179 people out of 6 billion with same 5 in same order!**
- ❖ 20% - people that are working from their strengths
- ❖ 80% - not engaged, bringing their best every day

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4



The facts are...

Most Americans don't know what their strengths are. And only 41% of all Americans focus on their strengths. Why is that?

- ❖ We reflect on our strengths by talking about *external* things (experiences/awards) and not what we possess that gives us the ability to achieve them
- ❖ We deal with a constant fear of our weaknesses, of failure, of one's true self; we look at them as "areas of opportunity" and things we must improve
- ❖ We focus the majority of our time on developing strategies to fix our weaknesses vs. becoming consciously competent by building on our strengths and managing around our weaknesses



Why Strengths Matter...

Gallup found that companies whose employees play to their strengths most of the time are:

- ❖ 50% more likely to have lower employee turnover
- ❖ 38% more likely to work on high-productivity teams
- ❖ 44% more likely to earn higher customer satisfaction scores

AND...

- ❖ "Strength-aware" individuals are more likely to perform consistently, happily & successfully
- ❖ Maximizing strengths becomes a positive self-perpetuating circle as opposed to the downward spiral of weakness fixing
- ❖ Excellent workplaces focus on the "strengths -mix" of the whole team and deploy individuals to get optimal impact and outcomes



What is a Strength?

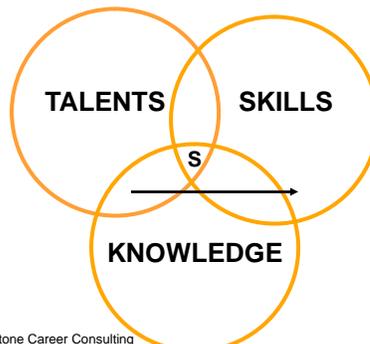
Strengths are the things you do that make you feel energized and alive when you do them

- ❖ They are what you like to do
- ❖ They're easy & effortless
- ❖ They're so natural you think - "doesn't everyone do that?"
- ❖ Your innate abilities – you've had them since you were born!
- ❖ They're part of your "DNA"



What Are Strengths - Gallup

- ❖ Something we do consistently, regularly, without really thinking
- ❖ Consistent, near-perfect performance in an activity
- ❖ Our "filter" of how we see the world; how we're hard-wired
- ❖ Using them gives us energy versus draining us of it



Strengths are developed based on how well you capitalize on your strongest connections



What's the Difference?

Talents = "diamonds in the rough"

Strengths = polished stones

- ❖ Talents are innate – It's HOW you do it
- ❖ Skills & knowledge are acquired through learning and practice – it's APPLICATION

Talents + Skills + Knowledge = Strengths



An Example - Dentist

Talent

- ❖ Empathy (*sense the feelings of others*)

Skills

- ❖ Pulling teeth
- ❖ Novocain injections

Knowledge

- ❖ Nerves, teeth, etc.
- ❖ Dental instruments

STRENGTH

"Pulling a tooth that seems painless to the patient!"



Examples of Talents

- ❖ **Behavior** patterns that make you effective.
- ❖ **Thought** patterns that make you efficient.
- ❖ **Beliefs** that empower you to succeed.
- ❖ **Attitudes** that sustain your efforts toward achievement and excellence.
- ❖ **Motivations** that propel you to take action and maintain the energy needed to achieve.



Our greatest **potential** for success and growth lies in focusing on our strengths.

Source: Gallup



Your Top 5 Strengths

- ❖ What are your Top 5 Strengths?
- ❖ Which one showed up that wasn't a surprise?
- ❖ Which one was "surprising" or made you curious?
- ❖ Which of your Strengths are you tapping into the most in your current role?



Four Theme Domains

<p>Executing: Working Harder</p> <ul style="list-style-type: none"> ❖ Achiever ❖ Activator ❖ Adaptability ❖ Belief ❖ Discipline ❖ Focus ❖ Restorative ❖ Self-Assurance ❖ Significance 	<p>Strategic Thinking: Working Smarter</p> <ul style="list-style-type: none"> ❖ Analytical ❖ Arranger ❖ Connectedness ❖ Context ❖ Deliberative ❖ Consistency ❖ Futuristic ❖ Ideation ❖ Input ❖ Intellection ❖ Learner ❖ Strategic
<p>Impacting: Influencing People</p> <ul style="list-style-type: none"> ❖ Command ❖ Competition ❖ Developer ❖ Maximizer ❖ Positivity ❖ Woo 	<p>Relating: Assisting People</p> <ul style="list-style-type: none"> ❖ Communication ❖ Empathy ❖ Harmony ❖ Includer ❖ Individualization ❖ Relator ❖ Responsibility



Theme Domains

Four theme domains:

- ❖ **Executing** – ability to go “all out,” endeavor, or aspire
What pushes you toward results.
- ❖ **Thinking** – ability to conceive, anticipate, or imagine
How you analyze the world.
- ❖ **Impacting** – ability to move or strongly influence others
How you move others to action.
- ❖ **Relating** – ability to connect, join, or associate with others
How you build connections with others.



Practical Application

- ❖ Where did your 5 strengths land on the quadrant?
- ❖ What words come to mind when you think about what's most important in your role?
- ❖ What conclusions can you draw from this?



Striving / Executing Domain

“Implementers”

- ❖ Organize and take charge
- ❖ Drive projects across the finish line – outcome driven
- ❖ Manage, run, and improve core processes & systems
- ❖ Remove barriers to performance
- ❖ Manage the details and ensures results
- ❖ Want to know the goals, deadlines, and what's expected of them
- ❖ “no-nonsense” – hate inefficiency
- ❖ Ask the tough questions no one else does

Challenges: can become enmeshed in too many details and get bogged down. They get caught up in the crisis de jour and entwined in details. Often assumes too much responsibility.

A team low in Implementers can miss deadlines & details



Thinking/Strategic Domain

“Innovators”

- ❖ “Out of the box” solutions
- ❖ Recognize emerging needs & imagine solutions
- ❖ Masters of “possibility” thinking
- ❖ Like to synthesize ideas, develop theories, research information, and design innovative solutions
- ❖ Challenges the status quo and asks: “What about this idea? Have you thought about trying that?”
- ❖ Envisions a brighter future
- ❖ Encourages everyone to see possibilities and think differently
- ❖ **Challenges:** Need to slow down & help others understand how they came to a conclusion and what it will take to implement the idea.

A team low in innovators will see less options & solutions



Impacting / Influencing Domain

“Influencers” – “visionary architects”

- ❖ Visionary change agents
- ❖ Champion & launch new ideas and ensure their success
- ❖ Excel at forging alliances inside and outside the organization
- ❖ Set up projects and change initiatives up for success
- ❖ Know what it takes to create lasting change – big change
- ❖ Put systems and resources in place to achieve the vision
- ❖ Will sell the idea, assemble the resources & design the infrastructure to support the project
- ❖ **Challenges:** Can fail to secure buy-in from those affected by change; need to stay open to negative feedback & not take it personally

A team low on Influencers can lack a larger vision & purpose



Relating / Assisting Domain

“Motivators”

- ❖ Motivate others and gain commitment
- ❖ Help people work collaboratively and build trust & teamwork
- ❖ The “glue” that makes projects and relationships work
- ❖ Highly intuitive to others needs & concerns
- ❖ Like to connect, communicate & inspire others to do their best
- ❖ Experts at listening, coaching, communicating & facilitating
- ❖ Listen & advise, resolve conflict
- ❖ **Challenges:** Can assume too much responsibility for the emotions of others & have a hard time saying “no”

A team without Motivators can lack enthusiasm & have low morale



Conclusion

- ❖ What have you learned about yourself today?
- ❖ What might be immediate next steps for you?

“Success is not defined by position or pay scale
but by this...

*doing the most what you do
the best”*

Max Lucado – Cure for the Common Life



Go Put Your Strengths to Work!

Thank You for your time today!

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Gallup StrengthsFinder® Signature Themes

Four Theme Domains

What pushes you toward results	<p>Striving: Working Harder (Executing)</p> <ul style="list-style-type: none">❖ Achiever❖ Activator❖ Adaptability❖ Belief❖ Discipline❖ Focus❖ Restorative❖ Self-Assurance❖ Significance	<p>Thinking: Working Smarter (Strategic)</p> <ul style="list-style-type: none">❖ Analytical❖ Arranger❖ Connectedness❖ Context❖ Consistency❖ Deliberative❖ Futuristic❖ Ideation❖ Input❖ Intellection❖ Learner❖ Strategic	How you analyze the world around you
How you move others to action	<p>Impacting: Influencing People</p> <ul style="list-style-type: none">❖ Command❖ Competition❖ Developer❖ Maximizer❖ Positivity❖ Woo	<p>Relating: Assisting People</p> <ul style="list-style-type: none">❖ Communication❖ Empathy❖ Harmony❖ Includer❖ Individualization❖ Relator❖ Responsibility	How you build connections with others