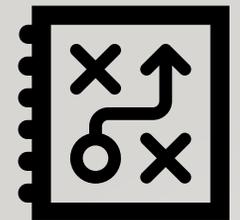


# AWAKE AND ALIVE SUMMER GROUP 2019

StrengthsFinder: Know and  
Use Your Strengths



Grace In  
Action



Partner<sup>2</sup>Learn

Guide. Elevate. Transform.

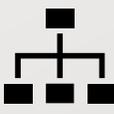
# What is StrengthsFinder?

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- A strengths-based assessment that calculates your strengths in order from 1-34 (based upon decades of research)
  - [www.gallupstrengthscenter.com](http://www.gallupstrengthscenter.com)
  - \$19.99 for top 5
  - \$49.99 for all 34
- Assessment takes approximately 30-50 minutes to complete
  - 177 questions
  - 20 seconds for each question

# StrengthsFinder Applications

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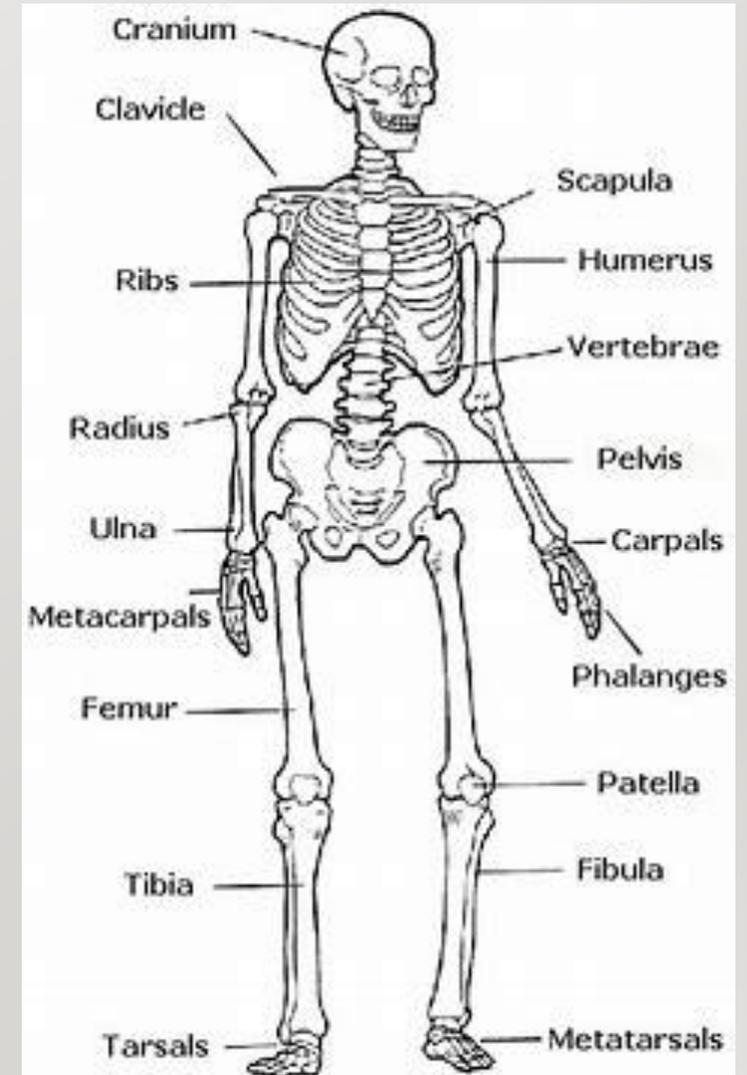
-  ■ Individual coaching and development
-  ■ Diversity
-  ■ Roles
-  ■ Projects
-  ■ Team building – leveraging existing strengths and seeking new members

# Devotion: One Body

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**1 Corinthians 12** - Now about the gifts of the Spirit, brothers and sisters, I do not want you to be uninformed...There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good...All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines. Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ...But in fact God has placed the parts in the body, every one of them, just as he wanted them to be.



# Individual Development

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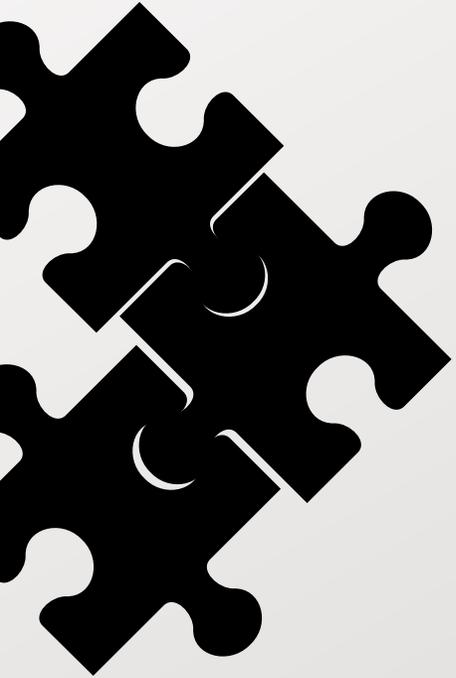
	<b>Talent</b>	<b>Strength</b>
Description	A special natural ability, aptitude, or recurring pattern of thought, feeling or behavior that can be productively applied.	Consistent, near perfect performance in an activity.
Woo example (winning others over)	Natural talent is to meet people.	Purposefully meeting with people to network and connect people.

# Team Effectiveness

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StrengthsFinder provides the opportunity to better understand the others you work and live with so you can work and live together more effectively in God's kingdom.

- Teams should be well-rounded
  - Individuals should be edgy
  - Everyone is a different puzzle piece completing the picture

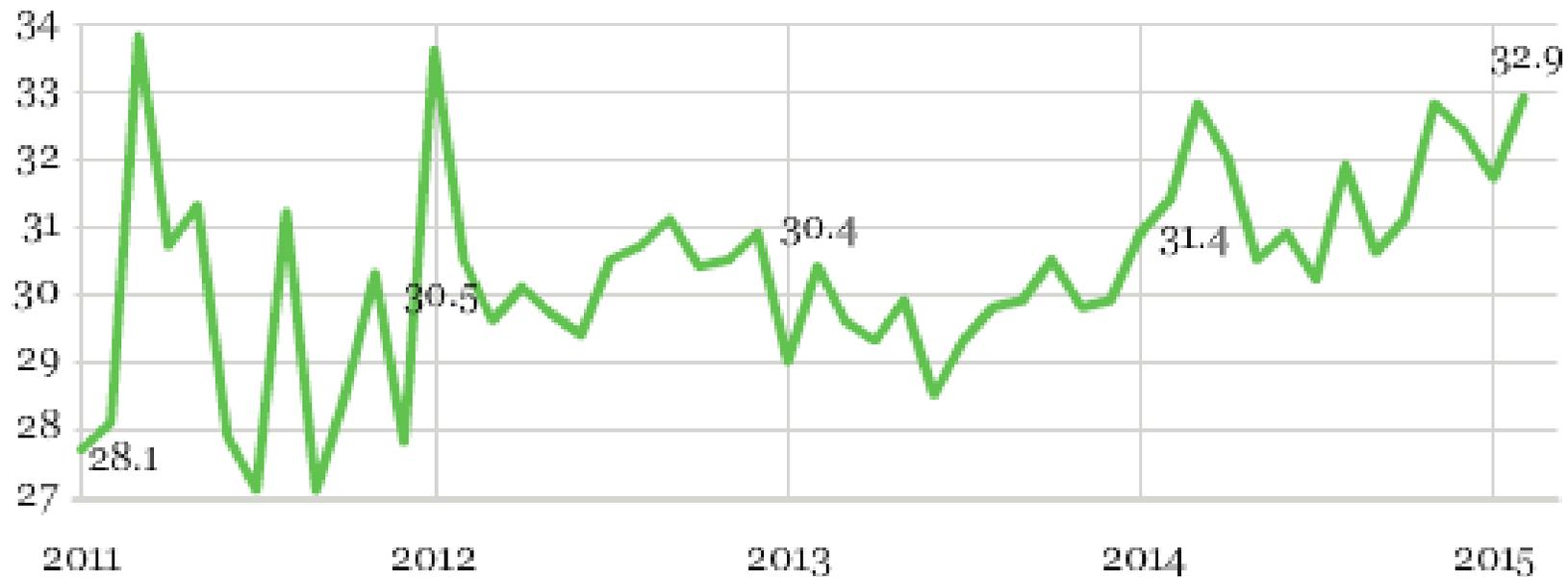


# Three in 10 American Workers Are Engaged

## *U.S. Employee Engagement, 2011-2015*

Monthly averages

■ % Engaged employees



Figures shown are for February of each year

GALLUP®

# Employee Engagement

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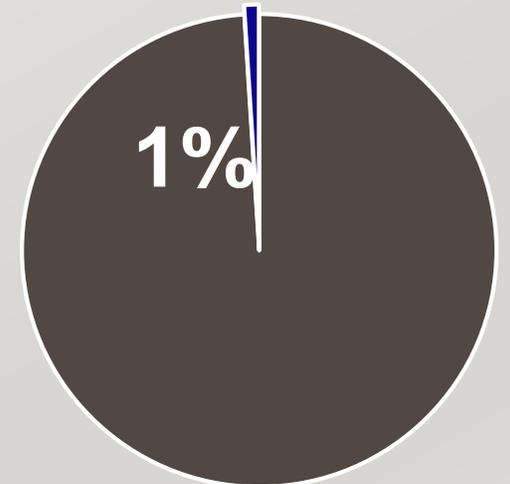
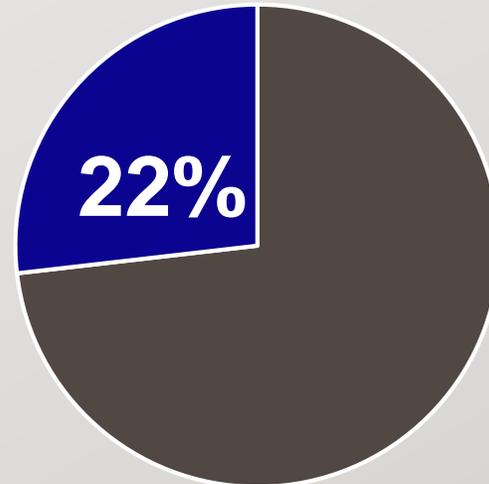
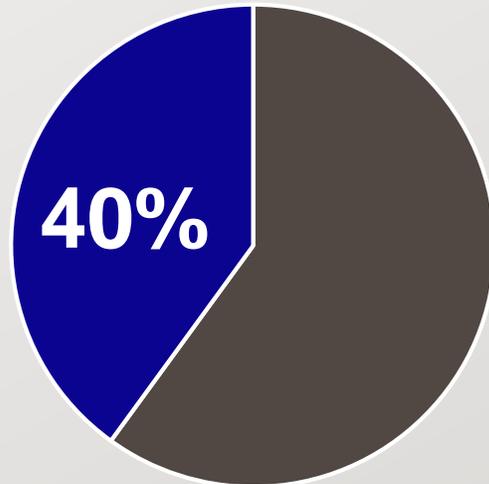
If your leader primarily:

Ignores you

Focuses on your weaknesses

Focuses on your strengths

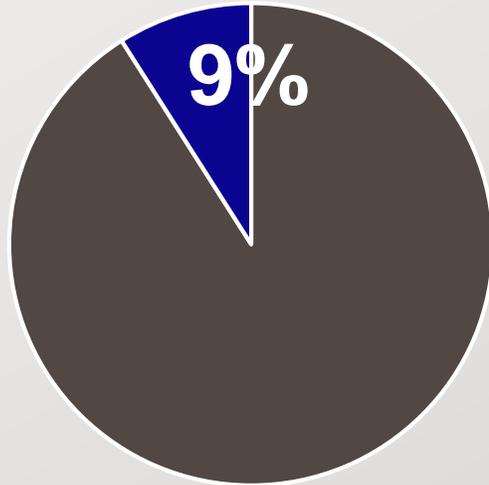
Your chances of being actively disengaged are:



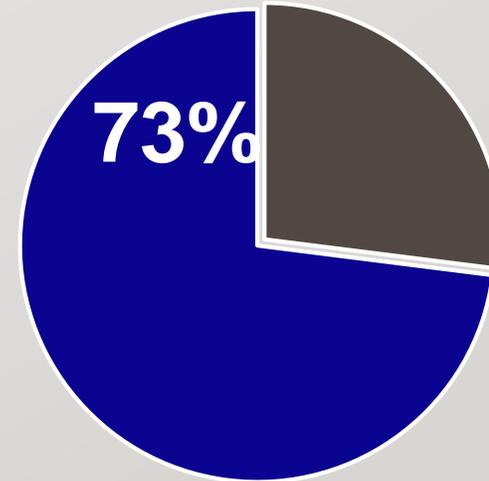
# Leadership & Engagement

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Engagement if an organization's leadership does not focus on strengths



Engagement if an organization's leadership focuses on strengths



# StrengthsFinder Identifies Uniqueness

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- Millions of combinations
- God made us uniquely
- Positive psychology
  - focus on building your strengths, not your weaknesses

1 in 300k  
chance of  
someone else  
having the  
same top 5  
strengths

1 in 11.4M  
chance of  
someone  
having the  
same top 5 in  
the same order



# StrengthsFinder 80/20 Rule

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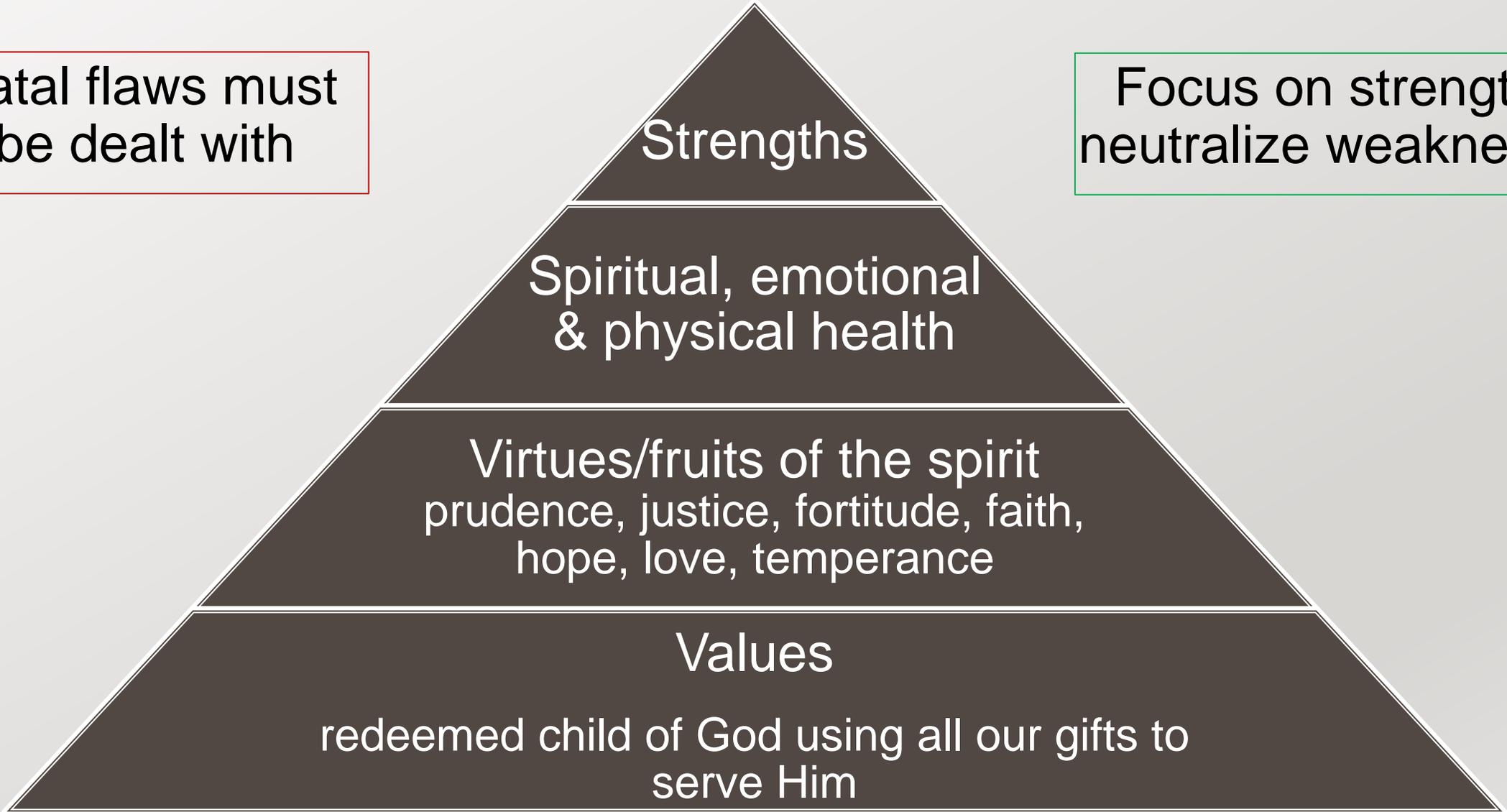
- 80% nature 
- 20% nurture 
- Strengths do not change, except who you are
- Top 5 make up 80% of what you do naturally
- Remaining 29 make up 20% of what you do
- Strength 6-8 also plays a smaller role, but are in play

# Total Performance Factors

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Fatal flaws must be dealt with

Focus on strengths; neutralize weaknesses



# Journey to Leveraging Strengths

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Talents are  
identified;  
journey to  
strengths

Strengths =  
talent + skill +  
knowledge x  
experience

Focus on  
building and  
leveraging  
strengths

# Servant Leadership

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SFO:  
Strengths for  
others

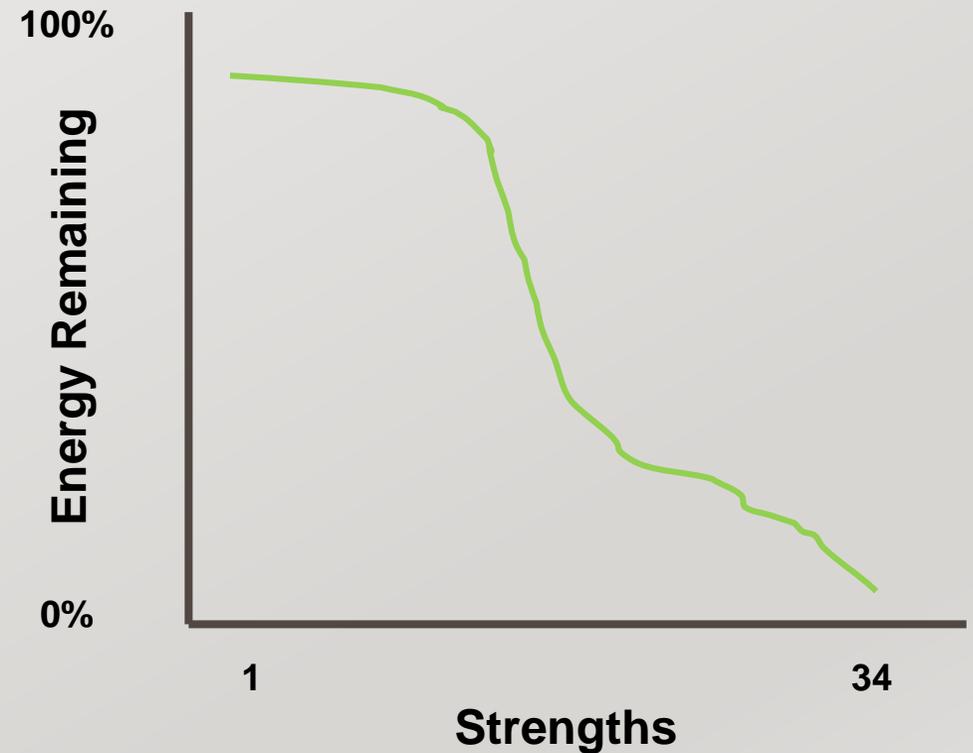
It is only a  
strength  
when it is  
focused on  
others

Jesus came  
to serve and  
not be served

# Energy & Strengths

---

- Working from your top strengths uses the least amount of energy, keeping you energized and motivated
- It takes 10-20% effort to get 80-90% results when working from strengths
- It takes 80-90% effort to get 10-20% results when not working from strengths, depleting your energy sooner



# Servant Leadership

---

Vitally important: strengths do NOT determine WHAT we do, but HOW we do it.

No top 5 strengths are better or worse; they do not make a better leader, teacher, student, friend, son, daughter etc.

They simply tell us HOW we will do those roles.

# Strengths Organization

---

## Traction



Activator  
Command  
Focus

## Driving



Achiever  
Competition  
Maximizer\*  
Self-Assurance  
Significance

\* Multiple entries

## Seeing (Mind's Eye)



Analytical\*  
Connectedness  
Context  
Deliberative\*  
Futuristic  
Ideation\*  
Strategic\*

## Interpersonal



Developer  
Empathy  
Includer  
Individualization  
Maximizer\*  
Relator  
Woo

## Lifestyle (Orientation to Life)



Adaptability  
Belief  
Consistency  
Discipline  
Harmony  
Positivity  
Responsibility

## Wild Cards (Seasonings)



Communication  
Learner

## Problem Identification



Ideation\*  
Intellection  
Strategic\*

## Problem Solving



Analytical\*  
Arranger  
Deliberative  
Input  
Restorative

# Strengths Organization Descriptors

---

## Traction



Activator  
Command  
Focus

## Traction:

- Strengths that get things started
- Likes to constantly be on the go and push forward
- Terrific at gaining forward movement (traction), then likes to hand off to “driving” strengths to finish

## Driving



Achiever  
Competition  
Maximizer\*  
Self-Assurance  
Significance

## Driving:

- Strengths that are great at finishing things
- Likes to accomplish tasks and drive things forward and bring home the prize
- Hard charging strengths that take great joy in finishing efforts started by “traction” strengths

# Strengths Organization Descriptors

---

## Seeing

Analytical\*  
Connectedness  
Context  
Deliberative\*  
Futuristic  
Ideation\*  
Strategic\*



## Seeing (Mind's Eye):

- Strengths that give people an innate sense of sight
- Ability to see either forward or backwards, in order to always inform the present and lead to the future

## Interpersonal

Developer  
Empathy  
Includer  
Individualization  
Maximizer\*  
Relator  
Woo



## Interpersonal:

- Strengths that deal with the human element
- Able to work with and understand people
- Strengths in this area will always be looking for the human touch

# Strengths Organization Descriptors

---

## Lifestyle



Adaptability  
Belief  
Consistency  
Discipline  
Harmony  
Positivity  
Responsibility

## Lifestyle (Orientation to Life):

- Strengths that flavor or influence other strengths
- These strengths combine with others to inform decisions and actions taken
- Example: positivity will influence all other strengths to always seeing the glass as half full

## Wild Cards (Seasonings)



Communication  
Learner

## Wild Cards:

- Strengths that have no downside or shadow side
- To be used fully, they must pair with other strengths
  - To learn for the sake of learning or communicate for the sake of communicating is not a strength for others (SFO)
  - When partnered with other strengths or learning new strengths for the team, then full capacity or benefit is realized

# Strengths Organization Descriptors

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## Problem Identification

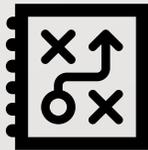


Ideation\*  
Intellection  
Strategic\*

### **Problem Identification:**

- Strengths that see the true problem or root cause
- These strengths see problems that are coming, or that are being experienced
- Ability to cut through issues to the heart of the problem, not the ancillary issues that might cloud true identification

## Problem Solving



Analytical\*  
Arranger  
Deliberative  
Input  
Restorative

### **Problem Solving:**

- Strengths that solve problems and issues that exist
- Ability to see the steps and intricate details needed to solve any problem that might exist

# How Strengths Organization Categories Work Together

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1. People with **Problem Identification** strengths will determine the core problem or issue.



5. The **Seeing** strength individuals will provide sight to make sure the solution is in line with the mission, values, vision and priority.



2. They partner-up on the issue with people with **Problem Solving** strengths who put the 3-step solution on paper for the team.



6. Those with **Interpersonal** strengths will make sure the solution will engage the people on the team, not leaving anyone behind or allowing someone to move too far ahead.



3. Problem solvers then partner-up on the solution with people with **Traction** strengths who will get it started.



7. People with **Lifestyle** strengths will ensure all is done positively, with harmony, and is aligned with core values (Belief).



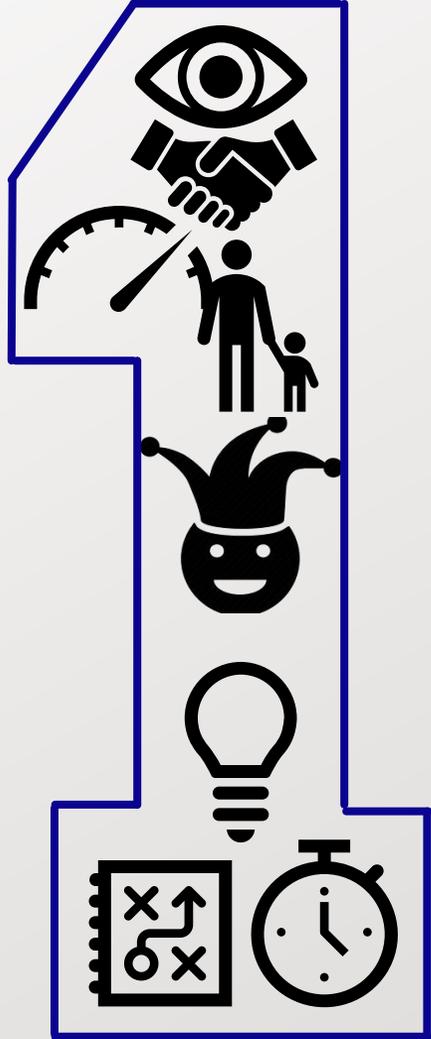
4. They (**Traction**) partner-up with people with **Driving** strengths who will make sure the solution gets finished.



8. People with **Wild Card** strengths enhance every strength, every area, and the entire process.

# Strengths Organization Working Together

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In the end, all 8 categories are used and the team is utilizing all of its pieces (people), all of its strengths, to build towards one, full unified and engaged team, organization, family, school, or church.

# Strengths Organization

---

## Traction



Activator  
Command  
Focus

## Driving



Achiever  
Competition  
Maximizer\*  
Self-Assurance  
Significance

\* Multiple entries

## Seeing (Mind's Eye)



Analytical\*  
Connectedness  
Context  
Deliberative\*  
Futuristic  
Ideation\*  
Strategic\*

## Interpersonal



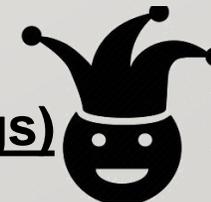
Developer  
Empathy  
Includer  
Individualization  
Maximizer\*  
Relator  
Woo

## Lifestyle (Orientation to Life)



Adaptability  
Belief  
Consistency  
Discipline  
Harmony  
Positivity  
Responsibility

## Wild Cards (Seasonings)



Communication  
Learner

## Problem Identification



Ideation\*  
Intellection  
Strategic\*

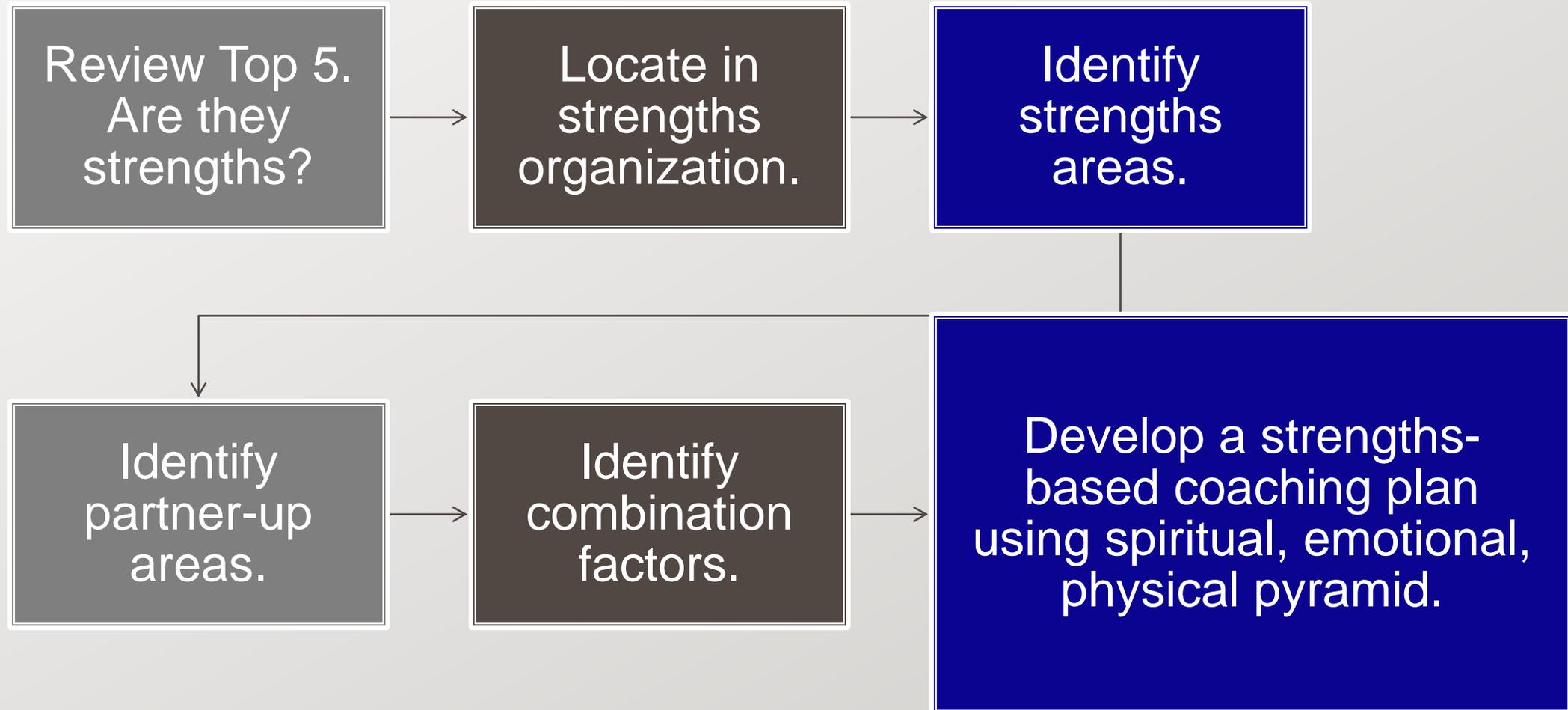
## Problem Solving



Analytical\*  
Arranger  
Deliberative  
Input  
Restorative

# StrengthsFinder Coaching Process

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# Strengths Organization

---

## Traction



Activator  
Command  
Focus

## Driving



Achiever  
Competition  
Maximizer\*  
Self-Assurance  
Significance

\* Multiple entries

## Seeing (Mind's Eye)



Analytical\*  
Connectedness  
Context  
Deliberative\*  
Futuristic  
Ideation\*  
Strategic\*

## Interpersonal



Developer  
Empathy  
Includer  
Individualization  
Maximizer\*  
Relator  
Woo

## Lifestyle (Orientation to Life)



Adaptability  
Belief  
Consistency  
Discipline  
Harmony  
Positivity  
Responsibility

## Wild Cards (Seasonings)



Communication  
Learner

## Problem Identification



Ideation\*  
Intellection  
Strategic\*

## Problem Solving



Analytical\*  
Arranger  
Deliberative  
Input  
Restorative

# Example: Bill Fold's Top 5

---

## Traction



Activator  
Command  
Focus

## Driving



Achiever  
Competition  
Maximizer\*  
Self-Assurance  
Significance

## Seeing (Mind's Eye)



Analytical\*  
Connectedness  
Context  
Deliberative\*  
**Futuristic**  
Ideation\*  
**Strategic\***

## Interpersonal



Developer  
Empathy  
Includer  
Individualization  
Maximizer\*  
**Relator**  
Woo

## Lifestyle (Orientation to Life)



Adaptability  
**Belief**  
Consistency  
Discipline  
Harmony  
Positivity  
Responsibility

## Wild Cards (Seasonings)



Communication  
Learner

## Problem Identification



Ideation\*  
Intellection  
**Strategic\***

## Problem Solving



Analytical\*  
**Arranger**  
Deliberative  
Input  
Restorative

\* Multiple entries

# Example: Bill Fold's Partner-Up Opportunities

## Traction



Activator  
Command  
Focus

## Driving



Achiever  
Competition  
Maximizer\*  
Self-Assurance  
Significance

## Seeing (Mind's Eye)



Analytical\*  
Connectedness  
Context  
Deliberative\*  
**Futuristic**  
Ideation\*  
**Strategic\***

## Interpersonal



Developer  
Empathy  
Includer  
Individualization  
Maximizer\*  
**Relator**  
Woo

## Lifestyle (Orientation to Life)



Adaptability  
**Belief**  
Consistency  
Discipline  
Harmony  
Positivity  
Responsibility

## Wild Cards (Seasonings)



Communication  
Learner

## Problem Identification



Ideation\*  
Intellection  
**Strategic\***

## Problem Solving



Analytical\*  
**Arranger**  
Input  
Restorative

\* Multiple entries

# Example: Millie Mupp's Top 5

---

## Traction



Activator  
Command  
Focus

## Driving



## **Achiever**

Competition  
Maximizer\*  
Self-Assurance  
Significance

\* Multiple entries

## Seeing (Mind's Eye)



Analytical\*  
Connectedness  
Context  
Deliberative\*  
Futuristic  
Ideation\*  
Strategic\*

## Interpersonal



Developer  
**Empathy**  
Includer  
Individualization  
Maximizer\*  
**Relator**  
Woo

## Lifestyle (Orientation to Life)



Adaptability  
**Belief**  
Consistency  
Discipline  
Harmony  
Positivity  
**Responsibility**

## Wild Cards (Seasonings)



Communication  
Learner

## Problem Identification



Ideation\*  
Intellection  
Strategic\*

## Problem Solving



Analytical\*  
Arranger  
Deliberative  
Input  
Restorative

# Example: Millie Mupp's Top 5

## Traction



Activator  
Command  
Focus

## Driving



## **Achiever**

Competition  
Maximizer\*  
Self-Assurance  
Significance

\* Multiple entries

## Seeing (Mind's Eye)



Analytical\*  
Connectedness  
Context  
Deliberative\*  
Futuristic  
Ideation\*  
Strategic\*

## Interpersonal



Developer  
**Empathy**  
Includer  
Individualization  
Maximizer\*  
**Relator**  
Woo

## Lifestyle (Orientation to Life)



Adaptability  
**Belief**  
Consistency  
Discipline  
Harmony  
Positivity  
**Responsibility**

## Wild Cards (Seasonings)



Communication  
Learner

## Problem Identification



Ideation\*  
Intellection  
Strategic\*

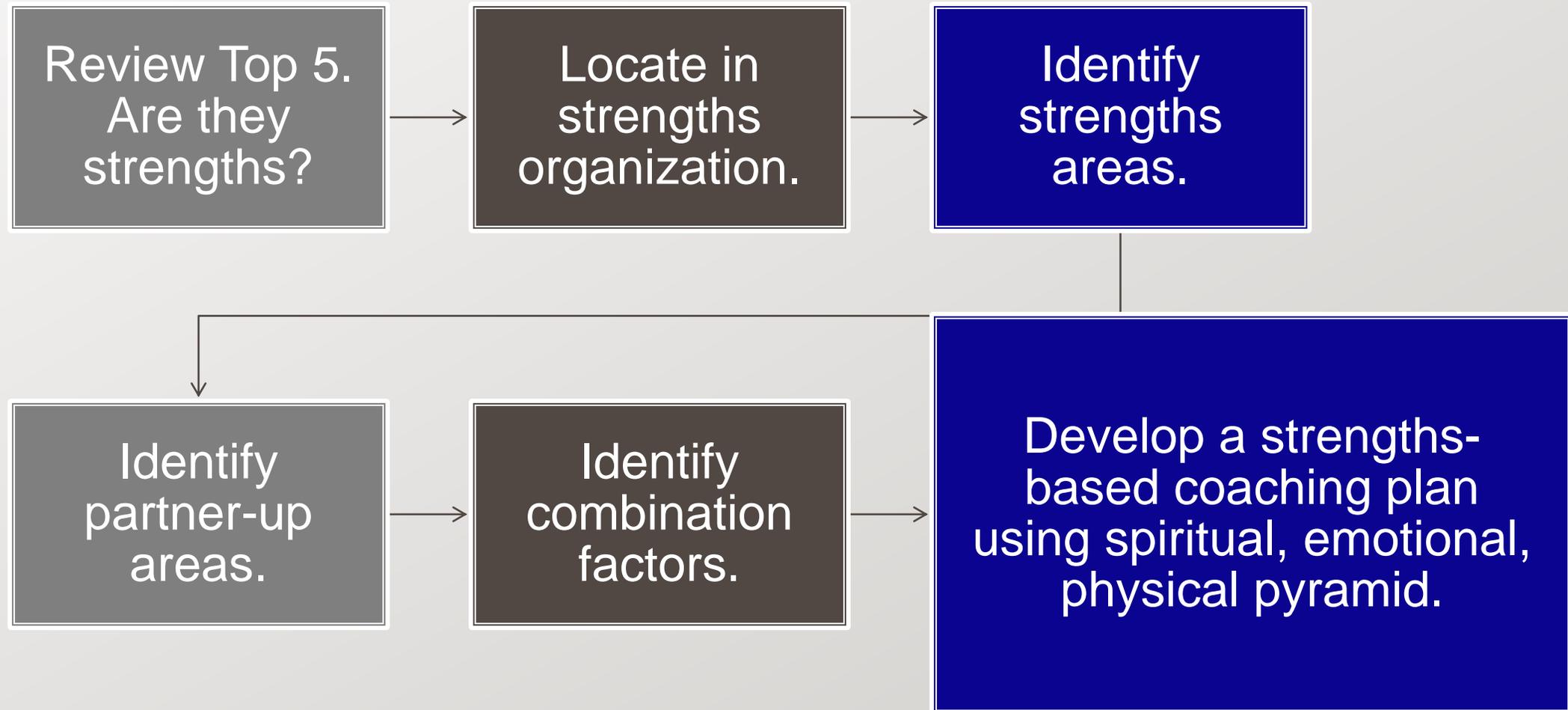
## Problem Solving



Analytical\*  
Arranger  
Deliberative  
Input  
Restorative

# StrengthsFinder Coaching Process

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# Strengths For Others: You, Your Strengths & Others

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Where can we find key partner-up opportunities?



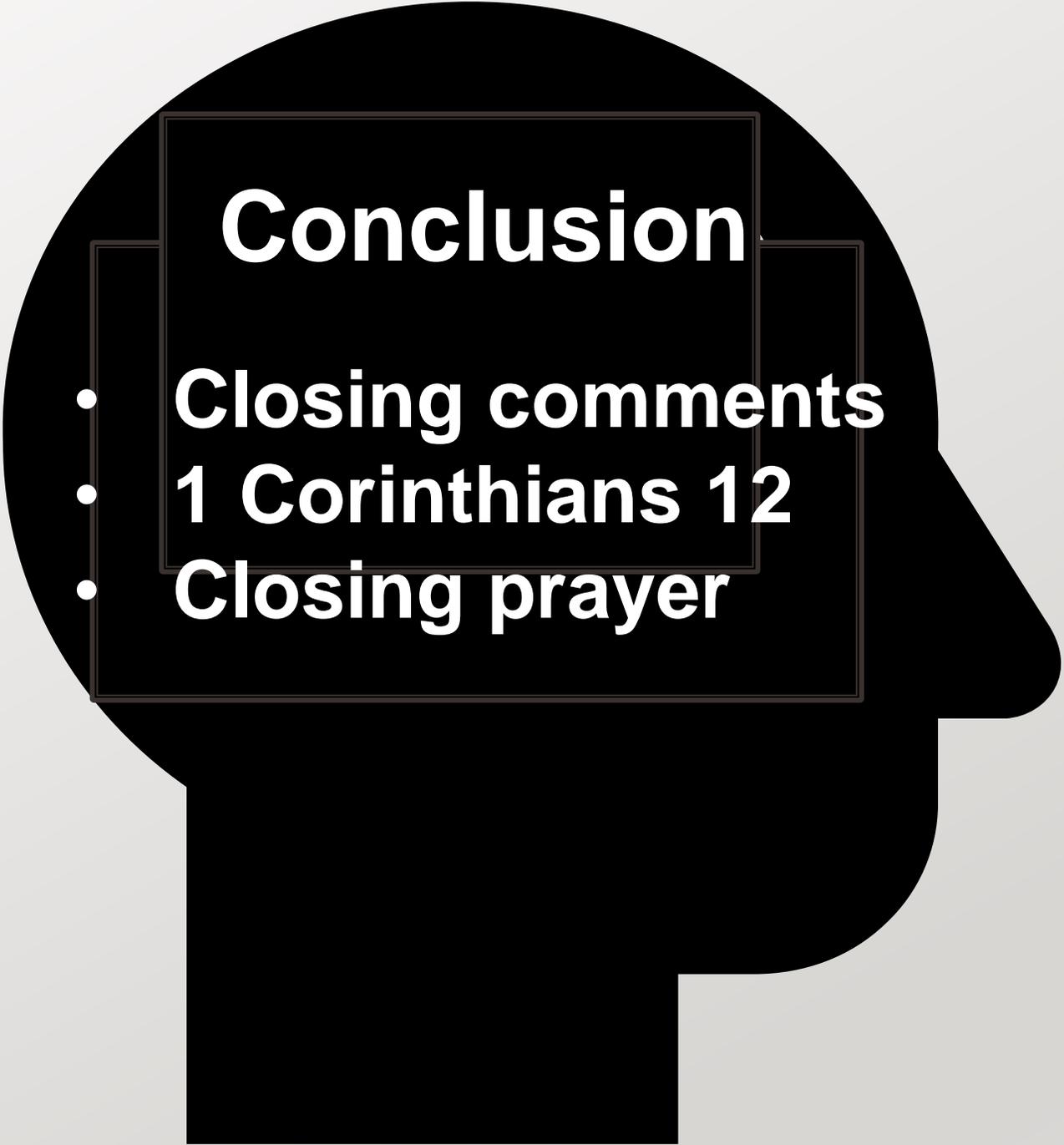
How can we all work together for our ministry as a whole?



What does this all mean in light of our strengths, God's plan for us, and His kingdom?



Unity of the body?

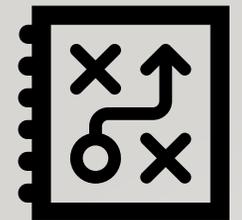


# **Conclusion**

- **Closing comments**
- **1 Corinthians 12**
- **Closing prayer**

# THANK YOU!

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**Partner<sup>2</sup>Learn**

*Guide. Elevate. Transform.*