

# **STRENGTHS-BASED PERFORMANCE:**

## **Better Individuals. Even Better Teams.**

**Marci Narum**

Learner | Input | Connectedness | Intellection | Responsibility

# PEOPLE WHO FOCUS ON USING THEIR STRENGTHS ...



are **three TIMES** as likely to report having an excellent quality of life



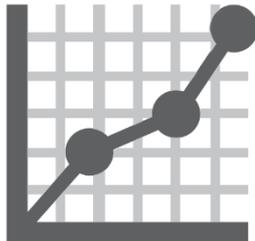
are **six TIMES** as likely to be engaged in their jobs

# STRENGTHS-BASED DEVELOPMENT IMPROVES A VARIETY OF **PERFORMANCE MEASURES**

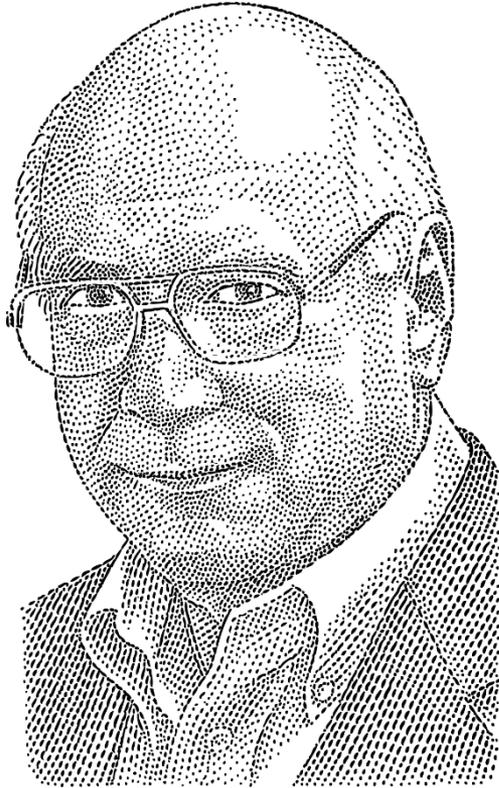
ACCORDING TO GALLUP'S DATABASE, STRENGTHS-BASED DEVELOPMENT INTERVENTIONS HAVE LED TO:



7.8% greater productivity  
14.9% lower turnover  
**AT THE EMPLOYEE LEVEL**



12.5% greater productivity  
8.9% greater profitability  
**AT THE TEAM LEVEL**



**Donald O. Clifton, Ph.D.**  
psychologist and business executive  
(1924-2003)

“**What will happen** when we think about what is **right** with people rather than **fixating** on what is **wrong** with them?”

# EVERYONE HAS TALENT

**Talent** is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

Examples of talent include:

- effortlessly and instinctively starting conversations
- thinking in an orderly or timely manner
- being able to easily influence others
- seeing patterns in data
- consistently having a positive outlook on life

# **TALENT vs. STRENGTH**

WHAT'S THE DIFFERENCE?

## **Talent:**

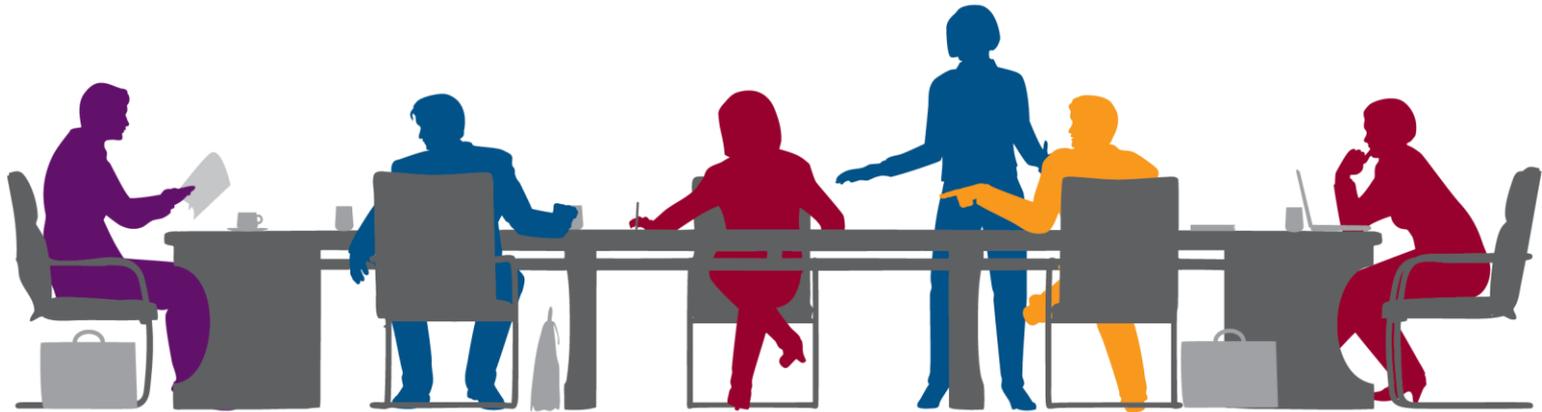
A naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

## **Strength:**

The ability to consistently produce a positive outcome through near-perfect performance in a specific task.

To finish with strength, start with talent.

The key to **success** is to fully understand how to apply your greatest **talents** and **strengths** in your everyday life.



# WHAT DO GREAT TEAMS HAVE IN COMMON?

**Name It!**

**Claim it!**

**Teamwork**

**Aim It!**

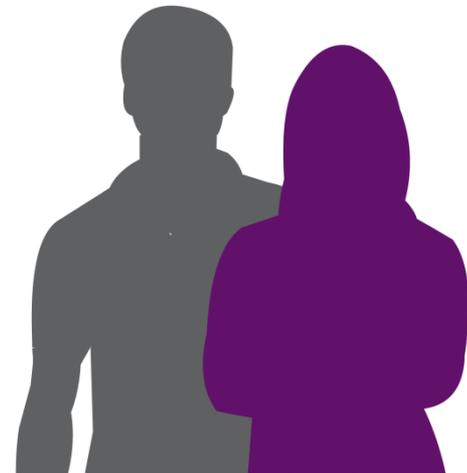
**Strengths-based Team:** a group of imperfect but talented contributors who are valued for their strengths and who need one another to realize individual and team excellence.

# BE A STRENGTHS SCOUT

CELEBRATE A COLLEAGUE'S STRENGTHS.

“ Most people think they know what they are good at.  
They are usually wrong.  
And yet, a person can perform only from strength.”  
— Business guru Peter Drucker

- Look for strengths in action.
- When you spot a colleague using a strength, write him or her a short note that describes what you saw and reinforces the value of his or her strengths.



# PARTNERSHIP & COLLABORATION AT WORK

## STRENGTHS + RELATIONSHIPS

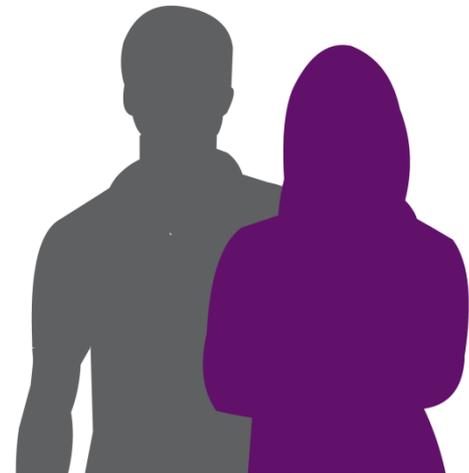
### Gallup poll question:

How many strong alliances do you have at work?

Zero—given by 16% of the population

## POWERFUL PARTNERSHIPS

- We complement each other's strengths
- We need each other to get the job done
- He/she does some things much better than I do, and I do some things much better than he/she does.



# Four Domains of Team Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p><b>Achiever</b> <b>Arranger</b> <b>Belief</b> <b>Consistency</b> <b>Deliberative</b> <b>Discipline</b> <b>Focus</b> <b>Responsibility</b> <b>Restorative</b></p>	<p><b>Activator</b> <b>Command</b> <b>Communication</b> <b>Competition</b> <b>Maximizer</b> <b>Self-Assurance</b> <b>Significance</b> <b>Woo</b></p>	<p><b>Adaptability</b> <b>Connectedness</b> <b>Developer</b> <b>Empathy</b> <b>Harmony</b> <b>Includer</b> <b>Individualization</b> <b>Positivity</b> <b>Relator</b></p>	<p><b>Analytical</b> <b>Context</b> <b>Futuristic</b> <b>Ideation</b> <b>Input</b> <b>Intellection</b> <b>Learner</b> <b>Strategic</b></p>