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Overview

- **Introduction** – Amy
- **Background** – Scott
- **Group Activities**
  - My strengths and how I use them – Amy
  - Picture of Excellence – Scott
- **Q&A**
Our Top Five Strengths...

Amy - Woo/Individualization/Arranger/Resposibility/Relator

Scott - Empathy/Ideation/Positivity/Harmony/Strategic
Evolution of StrengthsFinder

- StrengthsFinder
  - 34 strengths

- Strengths Based Leadership
  - 34 strengths in 4 domains/themes
  - why people follow

- How Full is Your Bucket?
  - Helping others discover their strengths

Steve Lee, UC Davis
Why is self-assessment so important?

• Because most don’t assess ourselves accurately
  • Dunning and Kruger effect (1999 & 2003)
  • Crawford, Lang, Fink, Dalton, & Fielitz (2011)

• Because most aren’t using their strengths fully
  • Strengths Based Leadership, p 12
  • Because self-awareness leads to better team performance (Dierdorff & Rubin, HBR, 2015)
Why is self-assessment so important?

Over past 15 years, the Gallup Organization surveyed over 10mm people worldwide on their workplace engagement (*how positive and productive you are at work*) using the statement:

“At work, I have the opportunity to do what I do best everyday.”

• Only ⅓ of respondents strongly agree
• Those who agreed - 6x more likely to be engaged in their jobs
• And - 3x more likely to report having an excellent quality of life in general
Why is self-assessment so important?

- Those who “disagreed” or “strongly disagreed” reported consistent “emotional disengagement” from their jobs.
- Implications for workplace productivity, satisfaction, organizational leadership
- When able to put most energy into developing natural talents, great room for growth and productivity exists

*Revised Maxim...You cannot be anything you want to be -- but, you can be a lot more of who you already are.*
Why do we need to assess ourselves?

Because self-awareness leads to better team performance
What exactly is a strength?

Our strengths are where skills, interests, and values merge, and so where we want to grow.

Steve Lee, UC Davis
My Strengths and How I Use Them

- What stood out to you as you listened to your partner talk about his or her strengths?

- Did you have one or more strengths in common with your partner?

- What insights, if any, did you gain from how your partner discussed a shared strength?
## Strengths-based Leadership Domains

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<th>Relationship Building</th>
<th>Strategic Thinking</th>
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Picture of Excellence

1. Brainstorm alone – write down words or concepts
   • What qualities, characteristics and strengths do you admire in a leader?
   • What inspires you?

2. What is your vision of an excellent leader?
   • Draw a picture that represents your thinking.

3. Share your thinking with your partner. Explain your drawing and what it represents
Examples of a Picture of Excellence

Promotes growth, listens well, lifts team up, supportive, provides opportunities

Wise, knowledgeable, sees the big picture, takes care of those under her wings
QUESTIONS?
Thank You!

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