Cleaning your lenses
Building relationship through strengths
The Lens of Reality

Two thirds of what we see is behind our eyes

- Old Chinese proverb
Strengths are the lens through which you see the world
Friends Prepare to go to Dinner

- **Empathy**: Worried about two friends getting into an argument like they did last time
- **Individualization**: Guessing what everyone will order
- **Relator**: Wanting to sit next to her friend to “really catch up”
- **Communication**: Rehearsing a funny story to tell the group
- **Responsibility**: Made the reservations, called the restaurant to confirm and emailed a reminder to the others of the time and place.
"We don’t see things as they are. We see them as we are."

-Anais Nin
See Yourself Differently

Self-concept is often created by negative external feedback
Seeing Your Future Differently

Possible Selves
-Hazel Markus

Hope Studies
-Shane Lopez
When I was 14, my father was so ignorant I could hardly stand to have the old man around. But when I got to be 21, I was astonished at how much he had learned in seven years”

-Mark Twain
Valuing others

Valuing
Appreciating
Respecting
Understanding
Judging
## Strengths Matrix

<table>
<thead>
<tr>
<th>Execute</th>
<th>Influence</th>
<th>Relate</th>
<th>Think</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achiever</td>
<td>Activator</td>
<td>Adaptability</td>
<td>Analytical</td>
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<tr>
<td>Arranger</td>
<td>Command</td>
<td>Developer</td>
<td>Context</td>
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<tr>
<td>Belief</td>
<td>Communication</td>
<td>Connectedness</td>
<td>Futuristic</td>
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<tr>
<td>Consistency</td>
<td>Competition</td>
<td>Empathy</td>
<td>Ideation</td>
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<tr>
<td>Deliberative</td>
<td>Maximizer</td>
<td>Harmony</td>
<td>Input</td>
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<tr>
<td>Discipline</td>
<td>Self-Assurance</td>
<td>Includer</td>
<td>Intellection</td>
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<tr>
<td>Focus</td>
<td>Significance</td>
<td>Individualization</td>
<td>Learner</td>
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<tr>
<td>Responsibility</td>
<td>Woo</td>
<td>Positivity</td>
<td>Strategic</td>
</tr>
<tr>
<td>Restorative</td>
<td></td>
<td>Relator</td>
<td></td>
</tr>
</tbody>
</table>

Tom Rath and Barry Conchie. Strengths Based Leadership. 2008.
Cleaning Your Lenses

The 5 C’s
Cleaning Your Glasses
Connect

Social Relationships → Increased Well Being
In the most successful relationships, the ratio of positive to negative statements is 5:1

- John Gottman, Gottman Institute
Balconies and Basements
Cleaning Your Glasses Collaborate

Power of 2
Rodd Wagner and Gale Muller
Eight Elements of Powerful Partnerships

- Complementary Strengths
- A Common Mission
- Fairness
- Trust
- Acceptance
- Forgiveness
- Communicating
- Unselfishness
Complementary Partners

- Activator
  - Relator
  - Ideation
  - Strategic
  - Command
Cleaning Your Glasses Control
Vital Friends
Tom Rath
Vital Friends

• Builder
• Champion
• Collaborator
• Companion

• Connector
• Energizer
• Mind Opener
• Navigator
Vital Friends

- Family Ties
- Water Cooler Effect
- Plugging In
Your questions?
One thing I will do differently starting tomorrow.

One relationship I will increase my focus on today.