

Cleaning your lenses

Building relationship through strengths



March 5, 2010

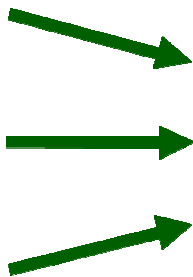
Material included in this handout may not be reproduced or presented without explicit written consent of the Gallup Organization, and the facilitators.

Two thirds of what we see is behind our eyes.
-Old Chinese proverb

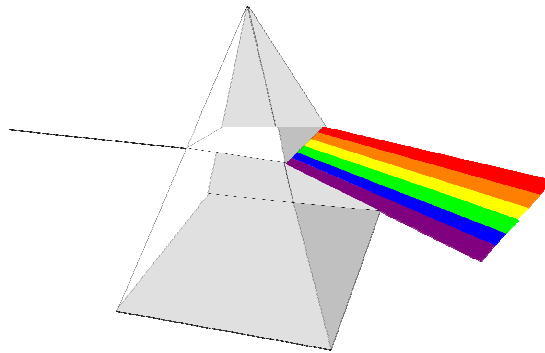
The lens of reality

Can we see ourselves and each other through “strengths –colored” glasses?

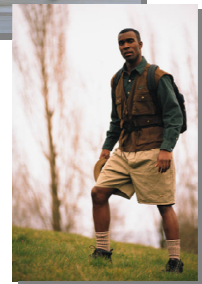
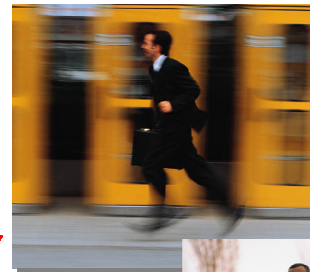
Input



Your Filter



Your Response



Seeing the Future Differently

Strengths Awareness → Confidence → Self Efficacy

Seeing Yourself Differently

Self –concept is often created by external feedback

Negative self self-concept leads to negative view of others and the world

Seeing Others Differently

Learn to value others through strengths

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Developer	Context
Belief	Communication	Connectedness	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

Cleaning your lenses: Connect

Social relationships lead to increased well-being

Gallup research places Social relationships as 2 in the list of the 5 important components of Well-being

Most powerful with relationships were friends, relatives and significant others.

Cleaning your lenses: Communicate

Most successful relationships the ratio of positive to negative statements is 5:1

-John Gottman, Gottman Institute

Activity: Barrier Language

Theme	Common Barrier Label	Clue to Talent
a. Communication	1. Bossy	Is an optimistic, uplifting presence
b. Positivity	2 Pushover	Is confident and a powerful advocate on behalf of others
c. Achiever	3. Workaholic	Invites differing views of others
d. Command	4. Unrealistic	Exceptional producer, inspiring others by setting high expectation
e. Harmony	5. Chatterbox	Bring new Ideas to life by telling vivid, energizing stories

a. _____ b. _____ c. _____ d. _____ e. _____

Theme	Barrier Label: Instead of saying...	Talent Enabler: Say this...
Discipline		
Belief		
Self Assurance		
Deliberative		
Maximizer		
Significance		

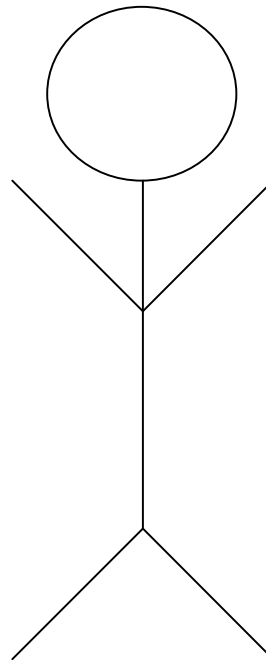
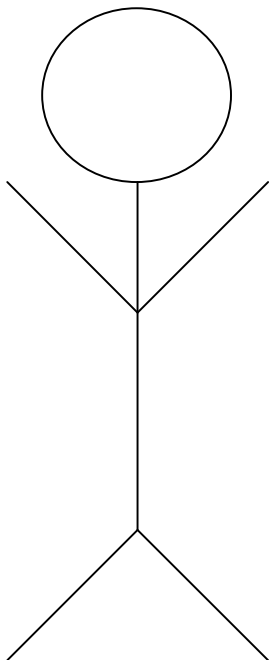
Cleaning your lenses: Collaborate

Power of 2 by Rodd Wagner and Gale Muller

Eight Elements of Powerful Partnerships

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

Activity: Complementary Partners



Cleaning your lenses: Control

Learn self control and how to control conflict

Activity: Role Play Conflict in Relationships

Cleaning your lenses: Cultivate

Vital Friends by Tom Rath

Vital Friends

- Builder
- Champion
- Collaborator
- Companion
- Connector
- Energizer
- Mind Opener
- Navigator

Building Vital Friends at Work

- Family Ties
- Water Cooler Effect
- Plugging In

Activity: Vital Friend

Pair up with someone in the room you know.

Take a 10 minute walk and talk to chat about how you can be each other's vital friend at work

Destiny is not a matter of chance,
It is a matter of choice;
It is not a thing to be waited for,
It is a thing to be achieved.

-William Jennings Bryant

STRENGTHS COMMITMENTS

WHY CAN'T THIS LAST FOREVER?

- One Signature Theme that I want to learn more about and consciously apply more often:

- One thing I will do differently starting tomorrow:

SUGGESTED READING

- Aburdene, P. (2005). *Megatrends 2010*. Charlottesville, VA: Hampton.
- Allen, David. (2002). *Getting Things Done: The Art of Stress-Free Productivity*. New York: Penguin Press.
- Allen, David. (2004). *Ready for Anything: 52 Productive Principles for Work and Life*. New York: Penguin Press.
- Bowman, Sharon L. (1998). *How To Give It So They Get It*. Glennbrook, NV: Bowperson Press.
- Buckingham, M. & Coffman, C. (1999). *First, Break All the Rules*. New York: Simon & Schuster.
- Buckingham, M. & Clifton, D. (2001). *Now, Discover Your Strengths*. New York: Simon & Schuster.
- Buckingham, M. (2005). *The One Thing You Need to Know*. New York: Simon & Schuster.
- Buckingham, M. (2007). *Go Put Your Strengths to Work: Six Powerful Steps to Achieve Outstanding Performance*. New York: Simon & Schuster.
- Buckingham, M. (2008). *The Truth About You: Your Secret to Success*. Nashville, TN: Thomas Nelson Publishers.
- Buckingham, M. (2008). *The Find Your Strongest Life: What the Happiest and Most Successful Women Do Differently*. Nashville, TN: Thomas Nelson Publishers.
- Clifton, Donald O and Nelson, Paula. (1995) *Soar with Your Strengths*. New York: Dell.
- Clifton, Donald O. and Rath, Tom. (2004) *How Full Is Your Bucket? Positive Strategies for Work and Life*. Omaha: Gallup Press.
- Clifton, Donald O., Llesveld, Curt and Winseman, Albert L. (2004) *Living Your Strengths: Discover Your God-Given Talents and Inspire Your Community*. Omaha: Gallup Press.
- Collins, J. (2001). *Good to Great: Why Some Companies Make the Leap and Others Don't*. New York: HarperCollins publishers.
- Cooperrider, D., Avital, M.(2004). *Constructive Discourse and Human Organization: Advances in Appreciative Inquiry*. New York: Elsevire Publishing.
- Covey, S. R. (2004). *The Eighth Habit: Finding Your Voice and Helping Others Find Theirs*. New York: Simon and Schuster.
- Covey, Stephen M. R. (2006). *The Speed of Trust: the One Thing That Changes Everything*. New York: Simon & Schuster.
- Fox, Jennifer, M.Ed. (2008) *Your Childs Strengths: Discover Them Develop Them Use Them*. New Youk: Penguin Group.

- Gallup Youth Development Specialists. Strengths Explorer For Ages 10 to 14.
- Gladwell, M. (2005). *Blink: The Power of Thinking Without Really Thinking*. New York: Little, Brown & Co. Publishers.
- Gladwell, M. (2002). *The Tipping Point: How Little Things Can Make a Big Difference*. New York: Little, Brown & Co.
- Gladwell, M. (2008). *Outliers: The Story of Success*. New York: Little, Brown & Co.
- Godin, Seth (2008). *Tribes*. New York: Penguin Publishing.
- Greenleaf, Robert K. (2002). *Servant Leadership: A Journey into the Nature of Legitimate Power and Greatness*. Mahwah, NJ: Paulist Press.
- Jones, D. (2002). *Celebrate What's Right with the World*. (DVD). National Geographic.
- Kouzes, J. & Posner, B. (2002). *The Leadership Challenge*. San Francisco: John Wiley & Sons.
- National Research Council (U. S.) Committee on Learning Research and Educational Practice. (2000). *How People Learn: Brain, Mind, Experience, and School: Expanded Edition*. Washington, DC: National Academy Press.
- Rath, T. & Clifton, D. (2004). *How Full Is Your Bucket?* New York: Gallup Press.
- Secretan, Lance. (2004). *Inspire: What Great Leaders Do*. San Francisco: John Wiley & Sons, Inc.
- Wagner, R. & Harter, J. (2006). *12 The Elements of Great Management*. New York: Gallup Press.
- Wagner, R. & Mueller, G. (2010). *Power of 2: How to Make the Most of Your Partnerships at Work and in Life*.
- Wheatley, M. (2005). *Finding Our Way*. San Francisco: Barrett Koehler Publishers, Inc.
- Wheatley, M. (2002). *Turning to One Another*. San Francisco: Barrett Koehler Publishers, Inc.