Cleaning your lenses
Building relationship through strengths

March 5, 2010

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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?

<table>
<thead>
<tr>
<th>Input</th>
<th>Your Filter</th>
<th>Your Response</th>
</tr>
</thead>
</table>

**Seeing the Future Differently**

Strengths Awareness → Confidence → Self Efficacy

**Seeing Yourself Differently**

Self–concept is often created by external feedback

Negative self-concept leads to negative view of others and the world
### Cleaning your lenses
Building relationship through strengths

#### Seeing Others Differently
Learn to value others through strengths

<table>
<thead>
<tr>
<th>EXECUTING</th>
<th>INFLUENCING</th>
<th>RELATIONSHIP BUILDING</th>
<th>STRATEGIC THINKING</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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<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>
</tr>
<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>
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**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

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

a. _________  b. _________  c. _________  d. _________  e. _________

<table>
<thead>
<tr>
<th>Theme</th>
<th>Barrier Label: Instead of saying...</th>
<th>Talent Enabler: Say this...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discipline</td>
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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
Cleaning your lenses
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