



# Play to Your Strengths

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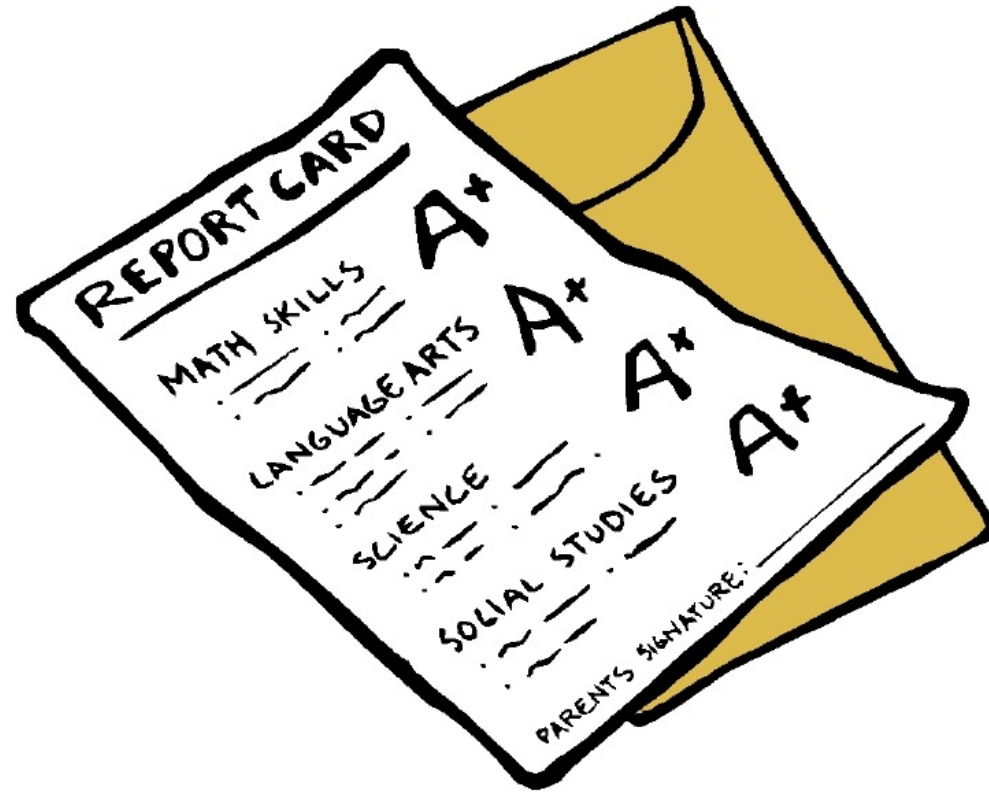
Author, "Pick Up the Gum Wrapper"



# The Report Card

If a child comes home with this Report Card, which grade is getting the most focus?

- History – A
- Social Studies - B
- Foreign Language – B
- English – B
- Math - F





# What is a Strength?

A strength is something a person is good at and enjoys

Enjoyment is the hallmark of a strength, not just being good at something

Striving to be well-rounded is not the way to realize our full potential

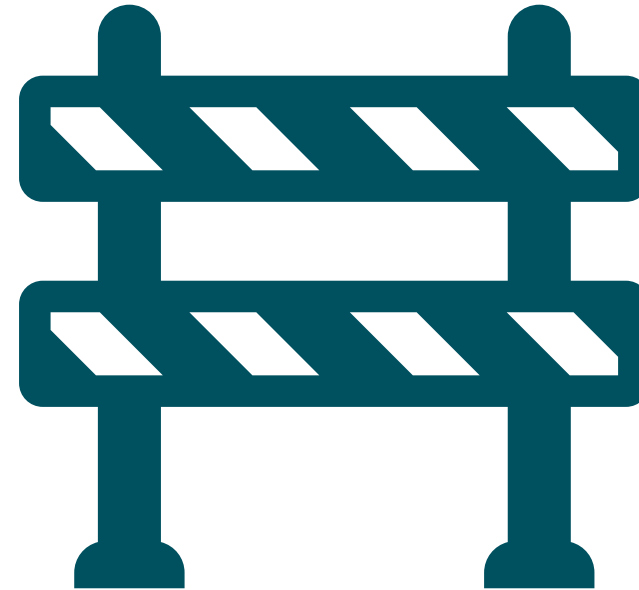
# Clues to Strengths

- Energy
- Ease
- Enjoyment
- Excellence



# The Biggest Barriers to Playing to Our Strengths

- We're taught to get better at what we don't do well (and don't like)
- The Fallacy of Ease
- We take our strengths for granted



# Strengths Matrix

|  |  |
|--|--|
| Strengths (Good at and Enjoy)                | Possible Strengths (Not Good at Yet but Enjoy) |
| Learned Activities (Good at but Don't Enjoy) | Weaknesses (Not Good at and Don't Enjoy)       |
|  |  |

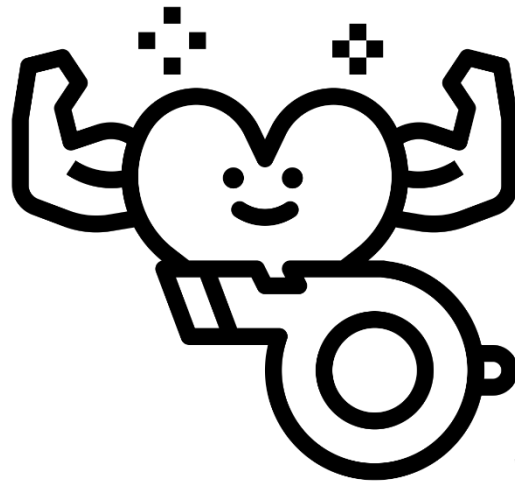
# Creating a High Performing Team

- Individuals don't have to be well rounded, but teams do
- Strengths are synonymous with performance excellence
- Competence and confidence build when each member of the team is using their strengths



# Manager as a Strengths Coach

- You are the best person to help your team members develop
- Develop an intimate knowledge of each person's talents and strengths
- While an individual shouldn't be well rounded, a team should be...Create a climate of fairness through excellence by positioning people for success







**At this very moment, can you offer a detailed description of each team member's strengths, personality preferences, and weaknesses?**

- 1. Yes, I can do this for every person on my team**
- 2. Not everyone, but some of the team**
- 3. I would need to explore this further with my team members**

# Closing Thoughts:



Develop your strengths and they will grow exponentially



Recognize your own greatness



Doing more of the things you're good at and enjoy is a powerful lever to increase engagement

**Thank You!**  
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