

Playing to your Strengths

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Intro:

- I. Why Strengths Matter
- II. What is a Strength
 - a. Loved it: Loathed it
 - b. Defined: "C_____, near P_____ performance in an activity" – Marcus Buckingham
- III. Strengths Triad
 - a. Talents: Naturally R_____ patterns of thought, feeling or behavior
 - b. Skills: The S_____ in an activity [learned]
 - c. Knowledge: F_____ and lessons learned
- IV. Four Signs of a Strength
 - a. S_____
 - b. I_____
 - c. G_____
 - d. N_____
- V. Strength Myths
 - a. As you grow, your personality C_____ vs.
As you grow, you become more of who you already A_____
 - b. You will grow most in the areas of greatest W_____ vs.
You will grow most in the areas of greatest S_____
 - c. A good team member does whatever it takes to help the team vs.
A good team member deliberately V_____ his/her strengths
- VI. The PUSH-PULL
 - a. Pull: Someone else T_____ you what is expected of you

- b. Push: T_____ responsibility for identifying your own strengths/weaknesses and push people/work toward your strengths

VII. What is a Weakness?

- a. Def: "Anything that gets in the way of E_____ performance." – Marcus Buckingham
- b. Managing around Weaknesses
 - i. Get a little B_____ at it
 - ii. Design a S_____ system
 - iii. Use your S_____ themes to overcome your weakness
 - iv. Find a P_____
 - v. Just S_____ doing it

VIII. What Great Managers Know

- a. People don't change that much. Select for T_____
- b. Define right O_____, not right S_____
- c. Focus on S_____, not W_____
- d. Help them find the R_____ F_____, not the next rung on the ladder

IX. Four Domains of Leadership

- a. E_____
- b. I_____
- c. R_____
- d. S_____