

WELCOME & INTRODUCTION

PLG Leadership
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TALENT

1. Identify what seems out of place within the word
2. Evaluate where it is in relation to the whole word
3. Combine steps 1 and 2 and discover the phrase

TEMPER TURE
A
GR CE
A
BUT
1.) THOUGHT 2.) THOUGHT



A Break Through Approach to Human Growth and Leadership Development

“Standing on a Whale Fishing for Minnows”



Shift In Culture



*“What will happen when we think about what is **right** with people rather than fixating on what is wrong with them?”*

Donald O. Clifton, Ph.D.
Psychologist & Business Executive
(1924-2003)



TALENT

Can you see the well-known phrase or saying in the word?

MILLION
A
P Y



Theory of Strengths

If you develop your talents to the maximum, the talent becomes so great it overwhelms the weaknesses.

Focus on identifying and developing talents while managing the weaknesses.

Applies on three different levels

- guide personal and professional life
- strategic tool for decision making
- system for developing those around you



Strength-Based Approach to Growth and Development

Strengths-Based Development:

Your greatest talents----the ways in which you most naturally think , feel, and behave---represent your innate power and potential. When you tap into this source of wisdom and power, you are more efficient, act with more confidence, direction, and hope, and you are more productive.

Most people think they know what they are good at. They are usually wrong.....and yet, a person can only excel from a talent.



Everyone Has Talent

➤ *Talent is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.*

Examples of talent include:

- effortlessly and instinctively starting conversations
- thinking in an orderly or timely manner
- being able to easily influence others
- seeing patterns in data
- consistently having a positive outlook on life



Foundation of Strengths-Based Development

Our greatest talents do more than make us unique individuals. They also serve as our best opportunities for excellence.

- Strong connection between who people are and what they do best.
- Strong connection between what people do best and how they feel.
- Strong connection between how people feel and how they perform.

Performance is the foundation of Strengths-Based development and growth.



Guiding Principles

- **Themes are neutral**
People make themes great or terrible
- **Themes are not labels**
Human beings are much too complex to be defined are described by one word.....
Helps us understand and appreciate complexity and diversity of humanity
- **Lead with positive intent**
How we think and feel about a person will affect our involvement and interaction with that person



Defining Terms

Talent – Capacity for excellence-----A natural recurring pattern of thought, feeling and behavior that can be productively applied. Talent is potential. Access to excellence.

Strengths – Consistent near perfect performance in a specific area....synonymous with results.

Talent Theme – Aggregation of a number of common and general traits. An aggregation of behavior, thought , and feeling. 34 paths to excellence.

T x I = S – Investment----- knowledge, skills and experience---turn talent into a strength.



Guiding Principles

- **Differences are an advantage**
Differences existing in humanity are not necessarily problems we need to solve
- **People need one another**
Motivation for human well-roundness comes from a mistaken notion:
If I am relatively good at everything, then I won't need to rely on anyone. No such thing as a well-rounded person



CHARACTERISTICS OF A TALENT

- Listen for yearnings
- Watch for satisfactions
- Watch for rapid learning
- Glimpses of excellence
- Total performance of excellence




What Is a Weakness?

Weakness is a shortage or misapplication of a talent, skill or knowledge that causes problems for you or others.

- Feel defensive about performance
- Develop obsessive behavior
- Experience slow learning
- Don't profit from repeated experience
- Consciously think through the steps of a process
- Experience a reduction in confidence from performing the activity
- Lack futuristic thinking about the activity
- Suffer burnout while practicing the activity



Stand Up If You Always.....

- Talk to people in elevators, airplanes, grocery stores, and wherever you go.
- Have a color-coded or otherwise organized closet.
- Write down a list of things to do, and stick to it.
- Make a list of things to do on weekends.
- Need to pick someone to race while driving.
- Ask too many questions.
- Push the elevator button to "remind" the elevator that you are there.



MYTHS OF WEAKNESS FIXING

- Fixing weaknesses will make everything all right.
- Let the strengths take care of themselves.
- Success is the opposite of failure.
- Everyone can do anything they put their minds to.



RECIPE FOR STRENGTH

TALENT
(a natural way of thinking, feeling or behaving)

×

TIME INVESTMENT
(time spent developing your skills and building your knowledge base)

STRENGTH
(the ability to consistently provide near-perfect performance in your role)

Recipe for Strength →



Start With

TALENT;



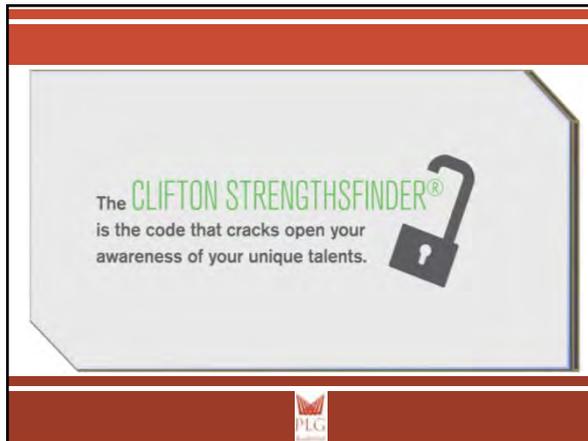
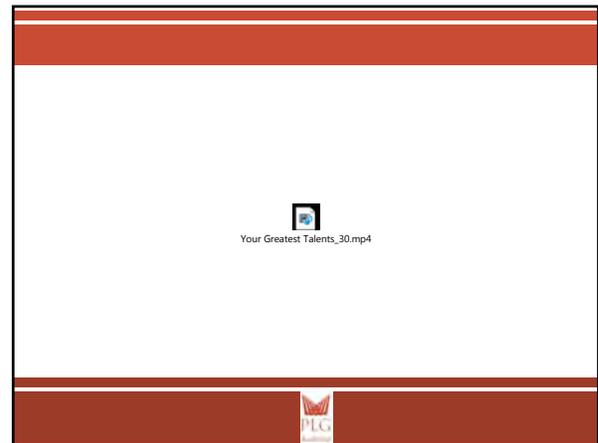
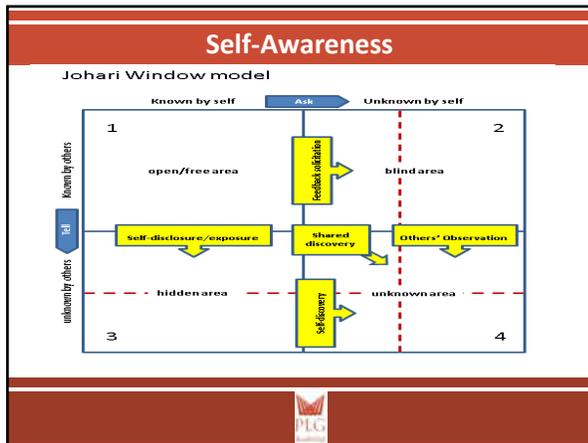
Finish With

STRENGTH

There is nothing wrong with being aware of our weaknesses and managing them, but our greatest opportunity for success lies in building on our natural talents.

Understanding your strengths allows for you to develop greater self-awareness and understanding of others.





STRENGTHS PROFILE

- ✓ 34 themes or categories of talent.
- ✓ Talent themes are the basic language of talent.
- ✓ Talents are what you do instinctively.
- ✓ Talents are your best opportunity for success.
- ✓ StrengthsFinder reports are road maps for personal development and success.



Dominant/Supporting/Lesser

High Performing Leaders Focus On Culture

- ❖ Strengths-Based
 - Focus on what is strong
 - Self-awareness
- ❖ Engagement-Focused
 - Work matters – Purpose – meaningful outcomes
 - Not focus on strengths – 9%
 - Focused on strengths – 73%
- ❖ Performance-Oriented
 - Progress to achieving the mission
 - What – How – How Well

Great Leadership Team

Effective leaders surround themselves with the right people (leadership team) and build on each person's strengths.

Engaged and Productive Teams:

1. Share a mission and purpose.
2. Everyone on the team understands and appreciates that he or she is great at some things and not very good at others.
3. Team members are aware of each other's talent filters.

Interdependent Team:

A strengths-based team is a group of imperfect but talented contributors valued for their strengths, who need one another to realize individual and team excellence.



Mission of Leadership

Development of People

$T \times (R+E+R) = PPG$

What Great Leaders Do:

- ✓ select
- ✓ set expectations
- ✓ motivate
- ✓ reward



FOUR DOMAINS OF TEAM STRENGTH

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic



Tips For Leaders

Communications and Work Environment

- ✓ Post your Signature Themes
- ✓ Add top five themes to your email signature

Conversations With Team Members

- ✓ Encourage them to focus on talk about what they do best
- ✓ Recognize other's strengths

Strategic Planning

- ✓ To do list...consider talents
- ✓ Never can learn enough about each team member



Exemplary Leaders

Highly Aware of Their Talents

- Good At----Do Best
- Not Well-Rounded
- Not Imitate
- Partner Where..... Not Strong

Real Challenge

- *How to best direct talents to engage the heart, and mind of team members.*
- *Use your talents to help team members develop their talents into strengths.*



Next Steps

- Decide on the culture you want to create.
- Name-Claim-Aim your talents.
- Receive performance coaching.
- Workforce discover their strengths.
- Leadership training.
- Build interdependent teams.






Strength-based/Engagement Focused/Performance Oriented



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