



**Creating Leaders.
Together.**

Turn Your Talent into Strength

WICT Washington DC / Baltimore

2021 Mentor Program

May 26, 2020

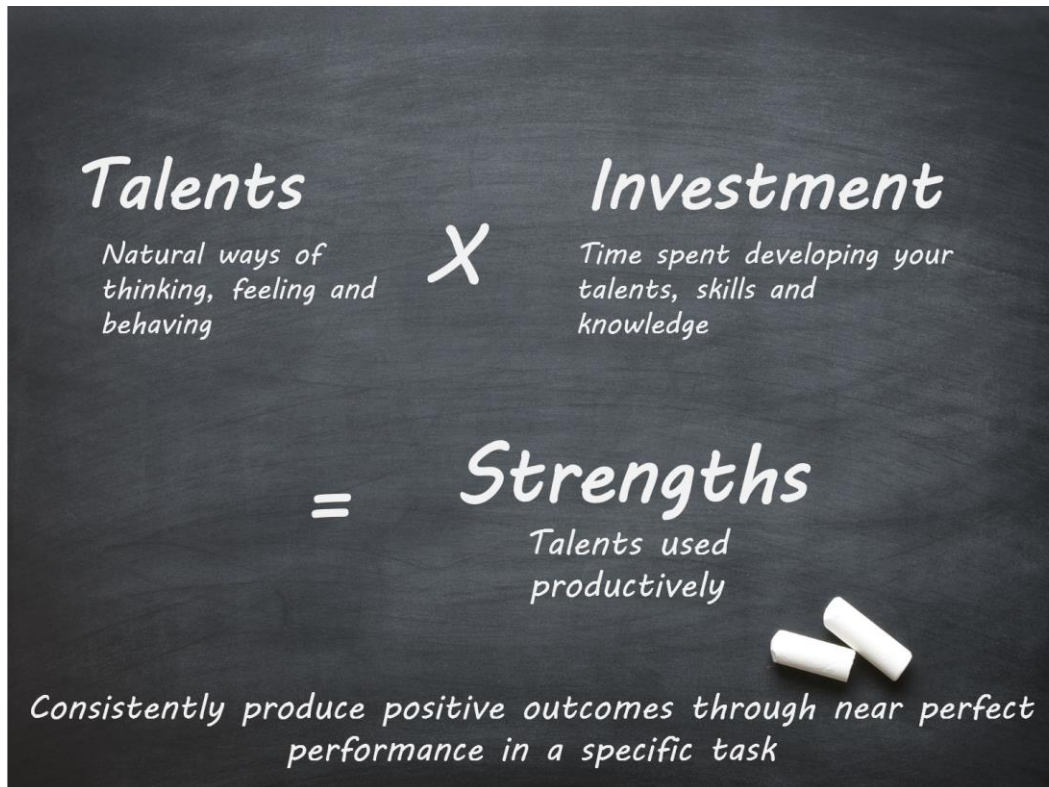
Clarifying the Language

- **Talent:** A natural way of thinking, feeling, behaving.
 - **Behavior** patterns that make you **effective**
 - **Thought** patterns that make you **efficient**
 - **Beliefs** that **empower** you to **succeed**
 - **Attitudes** that sustain your efforts toward achievement and **excellence**
 - **Motivations** that propel you to take action and maintain the **energy** needed to **achieve**
 - You cannot not do it
 - Talents are potential strengths!
- **Theme:** A group of similar talents.
- **Skill:** The capacity to perform the functional steps of an activity.
- **Knowledge:** What you know, either factually or through awareness gained by experience.
- **Strength:** Talents refined with knowledge and skills and used productively.

Themes of Talent

EXECUTING	INFLUENCING	RELATIONSHIPS	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	



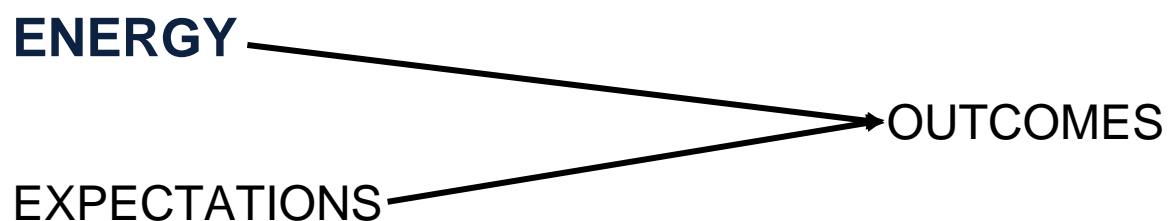


ACTIVITY: What Gives You Energy?

"Despite the American myth, I cannot be or do whatever I desire – a truism, to be sure, but a truism we often defy."

Our created natures make us like organisms in an ecosystem: There are some roles and relationships in which we thrive and others in which we wither and die."

-Parker Palmer, Let Your Life Speak



ACTIVITY: Treasure Hunt

- Talk to co-workers who have at least one Signature Theme different than your own.
- Jot down the theme you discussed, and at least one benefit of that theme.

Name	Theme	One Benefit of the Theme

Which theme or themes did you gain a greater appreciation for as a result of this conversation?

What did you learn about yourself as a result of this activity?



Activity: Bring and Need

Talents and strengths not only drive the thoughts, feelings and behaviors that energize you but also determine what you need from others to feel engaged and energized.

- List you 5 Signature Themes
- In the Bring column write a short phrase that represents what you “Bring” to work..
- In the Need column write a short phrase that represents what you “Need” from the others on at work to perform the at your best.

Theme	Bring	Need
Achiever	Intensity and stamina of effort	Clear expectations of my work
Self-Assurance	A willingness to take necessary risks	Freedom to act unilaterally and independently

Respond to the following questions related to Bring and Need

- ✓ How do you feel when your “needs” are not being met in a classroom?
- ✓ Are you dependent on others to be at your best? Co-dependent?
- ✓ How could you get more of what you need from others?



Reference: Bring and Need

Theme	Bring	Need
Achiever	Intensity and stamina of effort	Freedom to work at my own pace
Activator	A catalytic sense of urgency	Less discussion, more action
Adaptability	A willingness to follow the lead of change	Present pressures that demand an immediate response
Analytical	Dispassionate thinking to emotional issues	Time to think
Arranger	Flexibility and interactivity	A dynamic environment
Belief	Values stability, clarity, conviction	A cause or purpose for which to live
Command	Emotional clarity	Challenges and conflicts
Communication	Attention to messages that must be heard	A sounding board, an audience
Competition	An aspiration to be the best	Peers for comparison and motivation
Connectedness	An appreciation of the mystery and wonder of life and all creation	To be part of something bigger than myself: a family, team, or global community
Consistency	Rules and policies that promote cultural predictability	Standard operating procedures
Context	Accurate memories and valuable memorabilia	Relevant background for discussions/decisions
Deliberative	A thorough and conscientious approach	Time to listen and think before being expected to speak
Developer	A commitment (time and energy) to human growth	Someone to invest in
Discipline	Precision and detail orientation	A structured and organized environment
Empathy	Emotional intelligence	Freedom to laugh, cry, vent
Focus	Clarity through concentration and direction	A goal to establish priorities
Futuristic	Previews, predication, forecasts	Opportunities to talk about the foreseen future
Harmony	A peace-loving, conflict-resistant approach	Areas of agreement, common ground
Ideation	New and fresh perspectives	Freedom to explore possibilities without restraints or limits
Includer	A high level of tolerance with and acceptance of diversity	Room for everyone
Individualization	An understanding of people that is valuable for placement	Individual expectations that are created to fit a person
Input	Tangible tools that can facilitate growth a performance	Space to store the resources I naturally acquire
Intellection	Depth of understanding and wisdom	Time for reflection and meditation



Learner	A learning perspective and excitement for the learning process	Exposure to new information and experiences
Maximizer	A quality orientation	Quality to be valued as much as quantity
Positivity	Contagious energy and enthusiasm	Freedom to experience the joy and drama of life
Relator	Social depth and transparency	Time and opportunities for one-on-one interactions
Responsibility	Dependability and loyalty	Freedom to take ownership
Restorative	Courage and creativity to problematic situations	Problems that must be solved
Self-Assurance	A willingness to take necessary risks	Freedom to act unilaterally and independently
Significance	A desire for wanting and producing more	An appreciative audience that will bring out my best
Strategic	Creative anticipation, imagination, persistence	Freedom to make mid-course corrections
Woo	Energy to social situations	Social variability

Adopted from Gallup StrengthsQuest™



I am...

Your talents utilized as strengths give you edge power when you aim them at a specific outcomes and tasks.

For each of your themes complete the statement

I am women who...

Signature themes	I am a woman who...
Command	builds trust by giving candid and heartfelt feedback

Now, using **all** your themes, complete this statement:

I am a woman who...



Post Session Activities

Activity: Weaving your Themes

You are not five unique strengths; you are a combination of all of your strengths. This activity is designed to help you understanding how your themes work in concert with each other.

- Select two of your Signature Themes.
- Write a description of how the two themes you selected are best described when woven together.
- It might help to review the Talent Connection activity you completed as a pre-session activity.






Theme A	Theme B	Describe themes woven together
Learner	Individualization	I love to learn about what makes people tick.
Focus	Maximizer	I need to focus on projects that I can help make excellent.

What did you learn from completing this activity that pertains to your work outcomes?



Activity: Expectations

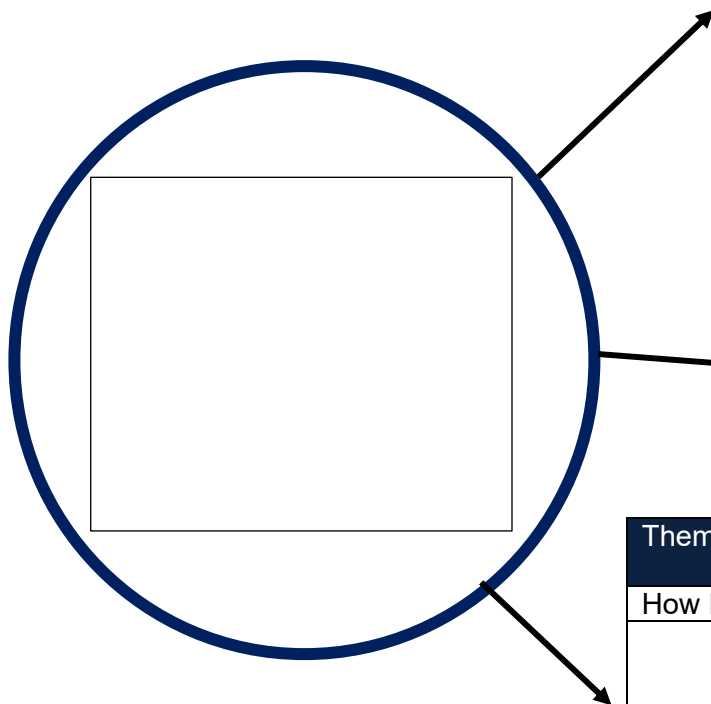
- Identify the five most important expectations of your role. Referring to your CliftonStrengths Signature Theme Report, describe how your top five themes help you meet each expectation.
- You don't have to connect all five of your CliftonStrengths Signature Themes to each expectation. Just identify the connections that make the most sense to you.

Five Most Important Expectations of your Role		How Your CliftonStrengths Signature Themes Help you Meet Expectations of your Role
1.		
2.		
3.		
4.		
5.		

Activity: Talents and Goals

- In the circle below, describe a specific goal or challenge or project you will be working on in the near future.
- In each box, write the name of one of your top five themes you feel will help you with this goal, challenge, or project.
- Below each theme, explain how you will use this theme productively (as a strength) to achieve the goal, meet the challenge, or accomplish the project.
- In the box at the bottom, identify how you will know when you have met the challenge or achieved the goal.

Goal/Challenge/Project



Theme:
How I can use this theme:

Theme:
How I can use this theme:

Theme:
How I can use this theme:

What will a successful outcome look like?



Video: Complementary Partnerships

View this Video before completing the Complementary Partners activity



<https://youtu.be/YWwQaHpH62s>

Activity: Complementary Partnerships

Partnerships are forming all around us every day. They are formed for a variety of reasons. For example:

- To **“make up”** for a lesser talent
 - To **“take over”** where one person leaves off
 - To **“enhance”** what one person already possesses
- Partner with someone in the group who has completed the CliftonStrengths Assessment
 - Each of you pick one of your Signature Themes
 - Write a description of how the two themes selected could complement each other in a project.
 - Repeat with different pairs of themes.

Partner A	Partner B	Describe themes in collaboration
Command	Harmony	We find just the right balance when communicating with others in difficult situations.
Strategic	Ideation	Together we create unique solutions and action steps to implement them.

- What did you learn from this activity?
- Can you think of complementary partners with themes other than yours you now wish to seek out?



Reference: Donate your Strengths

During the Turn Talents into Strengths session, you were exposed to the Gallup Defined “Domains of Talent”. It is likely you do not have a theme in all four domains. This does not indicate any weakness or inability to perform the tasks your work requires. It is simply a way to compare your themes to other themes and other people.

Domains of Talent

Execute	Influence	Relate	Think
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	


The following activity helps you understand how you can use your talents to complete tasks that seem to be best served by a domain you do not represent. Everyone gets things done, even if they do not have any themes in the Execute domain. And everyone has relationship regardless of the relationship talents in their top 5.

Activity: Donate your Strengths

Themes:						
<div>How do your Strengths help you get things done?</div> <div>How do your Strengths help you influence others?</div> <div>How do your Strengths help you develop and support relationships?</div> <div>How do your Strengths help you analyze information and situations?</div>						

Activity: Donate your Strengths to be A Great Leader

Great leaders attract followers by creating a culture of Trust, Compassion, Stability and Hope. Consider how your unique Strengths help you develop these cultures in your organization or on your team.

Themes:						
	How do leverage your Strengths to build a culture of trust?					
	How do leverage your Strengths to build a culture of compassion?					
	How do leverage your Strengths to build a culture of stability?					
	How do leverage your Strengths to build a culture of hope?					

ACTIVITY: Name, Claim and Aim

- ✓ Identify one current goal or objective.
- ✓ NAME IT: Select 3 Themes of Talent that can be used to help attain the goal
- ✓ CLAIM IT: Identify crucial insights and talents represented by the theme that will help attain the goal. Use your Strengths Insight Report to assist in identifying these insights.
- ✓ AIM IT: Identify how these talents can specifically be used to accomplish this goal. Consider developing action statements.

NAME IT!	<input type="text"/>	<input type="text"/>	<input type="text"/>
	THEME	THEME	THEME
CLAIM IT!	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crucial insights about talents represented by the Theme.			
GOAL / OBJECTIVE	<input type="text"/>		
AIM IT!	<input type="text"/>		
The steps necessary to leverage talents toward the objective			

RESOURCE: Brief Strengths Themes

Achiever*	People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.
Activator*	People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.
Adaptability*	People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be "now" people who take things as they come and discover the future one day at a time.
Analytical*	People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.
Arranger*	People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.
Belief*	People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.
Command*	People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.
Communication*	People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
Competition*	People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
Connectedness*	People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.
Consistency*	People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.
Context*	People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.
Deliberative*	People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.
Developer*	People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.
Discipline*	People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.
Empathy*	People exceptionally talented in the Empathy theme can sense other people's feelings by imagining themselves in others' lives or situations.

Focus*	People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.
Futuristic*	People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.
Harmony*	People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
Ideation*	People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
Includer*	People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.
Individualization*	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
Input*	People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.
Intellection*	People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
Learner*	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
Maximizer*	People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
Positivity*	People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
Relator*	People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
Responsibility*	People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
Restorative™	People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
Self-Assurance*	People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.
Significance*	People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.
Strategic*	People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
Woo*	People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

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For information contact:
scott@inspired-engagement.com

