

Strengths Exercise

You should have read the book “Discover your Strengths”

Completed the on-line survey

Emailed your results which we have summarized for you

Context of the Discussion

A successful CBO must be a Leader.

The strengths discussion hopefully gives you some greater awareness of your strengths and a “name” and a context for a discussion about your “top” strengths.

More importantly ..what are the strengths NOT in your top five? A successful Leader and a successful team has many varied strengths represented.

Achiever

- This is the theme that keeps you **moving**.
- It explains your **drive** and describes a constant need for achievement
- Is an **internal fire** inside that causes you to do more, to achieve more
- Might not be logical or focused, but is always with you
- Must learn to live with the whisper of discontent
- It brings you energy to work **long hours**, is a jolt you can always count on, is the **power supply** that sets the pace and defines the level of productivity

Craig	Aubrey	1	Achiever
Cunnane	Kathy	1	Achiever
Jorgensen	Steven	1	Achiever
VanBuskirk	Peter	1	Achiever
Duldulao	Filipinas	2	Achiever
Flores	David	2	Achiever
Cabey	Shawn	3	Achiever
Lantsberger	Scott	3	Achiever
Manansala-Smi	Roslynn	3	Achiever
Willis	Jason	3	Achiever
Fagan	Richard	4	Achiever
Glaspey	Melody	4	Achiever
McCoy	Mark	4	Achiever
DeGeyter	Julienne	5	Achiever
		14	Achiever Count

Activator

- Recurring question in your life – “When do we start?”
- Impatient for action and to make things happen
- Only action leads to performance
- Action is the best device for learning as we learn from what we do
- You know you will be judged not by what you say or think, but by what you do.
- This pleases you

Cabey	Shawn	5	Activator
		1	Activator Count

Adaptability

- Allow you to stay productive when demands of work are pulling you in many directions at once
- Live in the **moment**
- Future is not a fixed destination, but created from **choices made right now**
- Enables a response willingly made to the **demands of the moment**
- Sudden requests or unanticipated detours are expected and inevitable and not cause for resentment

Barnes	Leslie	5	Adaptability
Fagan	Richard	5	Adaptability
		2	Adaptability Count

Analytical

- Challenges others to “**Prove it**” or “Show me why”
- Insist that others’ theories are sound
- Want to understand how patterns affect one another, how they combine, what is their outcome, does outcome fit with theory
- Seen by others as **logical and rigorous**
- Others may seek you out for your **keen thinking** in order to expose someone’s wishful thinking

Fagan	Richard	1	Analytical
Hawkins	Brian	1	Analytical
Kimmel	Karen	1	Analytical
Fogerty	Michael	3	Analytical
Glaspey	Melody	3	Analytical
Duldulao	Filipinas	4	Analytical
Willis	Jason	4	Analytical
		7	Analytical Count

Arranger

- You are a **conductor** and enjoy managing and **arranging** all the variables until they are in the most productive possible configuration
- Always looking for the perfect you are an example of effective **flexibility**
- At your best in **dynamic** situations, always looking for a better way
- Those without your ability will be in awe

Booth	Kassandra	3	Arranger
Duldulao	Filipinas	3	Arranger
Elia	Sam	3	Arranger
Trader	Jeffery	3	Arranger
Sepulveda	Richard	5	Arranger
VanBuskirk	Peter	5	Arranger
		6	Arranger Count

Belief

- Possess enduring **core values** which provide direction to guide you through the temptations and distractions of life
- Value responsibility **and high ethics** in both yourself and others
- This consistency is foundation of all your relationships
- Friends refer to you as **dependable and trustworthy**
- Work must be meaningful, make a difference and mesh with your **values**

Statton	Christine	3	Belief
Ward	Steve	4	Belief
Craig	Aubrey	5	Belief
		3	Belief Count

Command

- Causes you to **take charge**
- It is not uncomfortable to **impose** your views on others
- You view confrontation as not frightening, but the first step to resolution
- You **push** people to take risks
- You may be viewed as **intimidating** and may be resented by some
- People will generally be drawn to you as you have **presence and command**

Cherniss	Alex	2	Command
Fogerty	Michael	2	Command
		2	Command Count

Communication

- Like to host, speak in public, describe, and write
- Need to bring events to life making them exciting and vivid
- In the myriad of information out there, you strive to capture peoples' attention, making your **information** what survives in their minds
- Drives you to hunt for the **perfect phrase**, and dramatic and powerful word combinations
- Your **picture words** pique peoples' interest, sharpen their worlds, and inspire them to action
- They **like to listen** to you

Barnes	Leslie	4	Communication
Deaton	John	2	Communication
		2	Communication Count

Competition

- Competition is rooted in comparison
- Other people's **performance** is the ultimate yardstick
- You need to **compare, compete, win**
- No feeling like winning
- Invigorated by other **competitors**
- Like **contests** in which you have inside track to win
- Compete to win, not for fun

Fogerty	Michael	4	Competition
Cherniss	Alex	1	Competition
		2	Competition Count

Connectedness

- You are sure things **happen for a reason** because you believe we are all connected, and part of something larger
- You gain confidence from knowing we are not isolated from one another, but rather **responsible to one another**
- This awareness creates your value system
- You are **considerate, caring, and accepting**, as well as a **bridge builder** for people of other cultures
- Your faith is strong and sustains you and close friends in the face of life's mysteries

Manansala-Smi	Roslynne	4	Connectedness
		1	Connectedness Count

Consistency

- It's all about being **fair**.
- **Rules are clear** and are applied to everyone equally.
- People know what it expected.
- You are the “appointed” **guardian** of making sure that there is fair treatment for all.

Craig	Aubrey	3	Consistency
Kimmel	Karen	4	Consistency
Lantsberger	Scott	4	Consistency
Duldulao	Filipinas	5	Consistency
Jorgensen	Steven	5	Consistency
		5	Consistent Count

Context

- You **look back** to understand the present
- Understanding the **original intentions** brings you confidence to understand the present
- You become wiser about the future when you understand the seeds which were **sown in the past**
- Unless you have seen the **blueprints of the past** you will have less confidence in your decisions
- You must give yourself the time and discipline to ask questions and allow the blueprints to emerge

Fogerty	Michael	1	Context
Manansala-Smi	Roslynn	1	Context
Trader	Jeffery	1	Context
Booth	Kassandra	2	Context
Fagan	Richard	2	Context
Cherniss	Alex	3	Context
		6	Context Count

Deliberative

- You are **a careful, vigilant**, and private person
- You know the world is an unpredictable place
- While things may seem to be in order, you sense the many risks beneath the surface and feel compelled to draw them out into the open
- You select friends **cautiously** and keep silent when conversation becomes personal
- **Life is a minefield** and you identify the dangers, weigh their impact, and place your feet deliberately, always **walking with care**

Lantsberger	Scott	2	Deliberative
Elia	Sam	4	Deliberative
Cunnane	Kathy	3	Deliberative
		3	Deliberative Count

Developer

- You see the **potential in others**, and often that potential is all you see
- You view each **individual as a work in progress** and are drawn towards people for this reason
- You seek ways to challenge them and **help them** experience success
- Always vigilant for small signs of growth in others, which are often invisible to some, these signs are your fuel
- Others will seek you out for help and encouragement because they know your **helpfulness** is both genuine and **fulfilling** to you 29

Jorgensen	Steven	2	Developer
Sepulveda	Richard	4	Developer
Glaspey	Melody	5	Developer
Trader	Jeffery	5	Developer
		4	Developer Count

Discipline

- Your world needs to be **predictable** so it is planned and ordered
- You impose **structure** on your world by setting up **routines** and deadlines
- A feeling of control comes out of the structure, routines, and deadlines imposed on your world
- You dislike surprises, and are impatient with errors
- Your **need for order** can be construed as **controlling behavior** by others with different skill sets

Kimmel	Karen	5	Discipline
		1	Discipline Count

Empathy

- Intuitively you are able to see the world through the **eyes of others** and can share their perspectives
- You do not necessarily agree with other's perspectives, nor condone their choices, but **you understand**
- You hear the unvoiced questions, anticipate the needs, and find the right words and tone to give voice to them
- **People are drawn** to you because you help them verbally express their emotional lives

Barnes	Leslie	2	Empathy
Jorgensen	Steven	4	Empathy
		2	Empathy Count

Focus

- You need a **clear destination**
- Lacking one can cause your life to become frustrating
- Daily, weekly, monthly, annual goals serve as **your compass** against which you evaluate all actions
- You are an extremely valuable team member because when others stray you bring them **back on track**

Futuristic

- The future fascinates you
- You love to peer over the horizon
- You are a dreamer who sees visions of what could be
- These visions are important to you
- Your visions energize you and those around you
- Others will look to you for your visions of the future and will latch on to the hope you provide

Elia	Sam	2	Futuristic
		1	Futuristic Count

Harmony

- You seek **areas of agreement**
- You believe there is little to be gained from conflict and friction
- You try to steer others away from confrontation and towards harmony
- You believe too much time is wasted on people trying to impose their views on others
- **You keep quiet** when others sound off about their goals, claims, and strongly held opinions
- You believe there is **no need to rock the boat** just to show you can

Trader	Jeffery	2	Harmony
Jorgensen	Steven	3	Harmony
		2	Harmony Count

Ideation

- You are **fascinated** by ideas
- You **delight** in finding a simple **concept** that explains why things are what they are
- You get a thrill out of turning the world we know around so we can **view it from a strange new angle**
- You get a **jolt of energy** whenever a new idea comes to you
- On most days the **thrill of the ideas** is all the satisfaction you need

Hawkins	Brian	3	Ideation
Sepulveda	Richard	3	Ideation
Ward	Steve	3	Ideation
Cabey	Shawn	4	Ideation
Statton	Christine	4	Ideation
		5	Ideation Count

Includer

- You believe each of us deserves to be included
- You orient your life around the concept of “stretch the circle wider.”
- You hate the sight of someone outside looking in
- You are an instinctively accepting person
- You possess a fundamental conviction that we are all the same and thus equally important

Statton	Christine	5	Includer
		1	Includer Count

Individualization

- You are intrigued by the **unique qualities** of each person
- You are impatient with generalizations or types because they obscure what is **special** about each person
- You draw out the best in each person because you are a **keen observer of other's strengths**
- You instinctively know that great teams are created by individual strengths, allowing everyone to do what they do well

McCoy	Mark	2	Individualization
Fagan	Richard	3	Individualization
VanBuskirk	Peter	3	Individualization
Booth	Kassandra	4	Individualization
Hawkins	Brian	4	Individualization
		5	Individualization Count

Input

- You are inquisitive and collect things
- You collect both tangible and intangible things
- Your mind has many eclectic interests
- You read a great deal to collect more information
- You like to travel to new locations to collect more artifacts and information
- You continually acquire, compile, and file information, keeping you mind fresh and interesting and aren't comfortable throwing anything away

Booth	Kassandra	1	Input
Cabey	Shawn	1	Input
DeGeyter	Julienne	2	Input
Willis	Jason	2	Input
		4	Input Count

Intellection

- You like to **think** and exercise the “muscles of your brain
- Your mental activity may be focused, or not
- You enjoy your **time alone** because it allows you to muse and reflect
- You are **introspective** and your own best companion
- **Mental hum** is one of the constants of your life

DeGeyter	Julienne	3	Intellection
Flores	David	4	Intellection
		2	Intellection Count

Learner

- You love to learn
- It is the process of learning that is especially exciting
- Your enthusiasm leads you to engage in adult learning experiences
- It enables you to thrive in dynamic work environments with short project assignments requiring significant learning in a short period of time
- The outcome of the learning is less significant than the “getting there”

DeGeyter	Julienne	1	Learner
Duldulao	Filipinas	1	Learner
Sepulveda	Richard	1	Learner
Willis	Jason	1	Learner
Cabey	Shawn	2	Learner
Glaspey	Melody	2	Learner
Manansala-Smi	Roslynn	2	Learner
VanBuskirk	Peter	2	Learner
Ward	Steve	2	Learner
Flores	David	3	Learner
McCoy	Mark	3	Learner
Craig	Aubrey	4	Learner
Booth	Kassandra	5	Learner
Cunnane	Kathy	5	Learner
Lantsberger	Scott	5	Learner
		15	Learner Count

Maximizer

- Nothing less than excellence is your measure
- Making something strong into something superb gives you a thrill
- Strengths fascinate you and you look for them in others, and on finding them are compelled to nurture, refine, and stretch them to excellence
- You like to spend time with those who appreciate your strengths and are attracted to those who have found and cultivated their own strengths

Cherniss	Alex	5	Maximizer
		1	Maximizer Count

Positivity - 0

- You are generous and quick with a smile
- You always see the positive in any situation
- Your enthusiasm is contagious and people want to be around you
- You find ways to make things more exciting and vital
- You lighten the spirits of those around you
- You believe one must never lose one's sense of humor

Relator

- While you don't avoid meeting new people, you get a great deal of pleasure and strength from being around **close friends**
- You are comfortable with **intimacy** and encourage deepening of relationships
- You are not fearful of the trust placed in others in **close relationships**
- You believe that in relationships the more that is shared and risked together, the more each of you proves your caring is genuine and giving the relationship value

Barnes	Leslie	1	Relator
Elia	Sam	1	Relator
Lantsberger	Scott	1	Relator
Kimmel	Karen	2	Relator
Cunnane	Kathy	4	Relator
Flores	David	5	Relator
Manansala-Smi	Roslynne	5	Relator
McCoy	Mark	5	Relator
Ward	Steve	5	Relator
		9	Relator Count

Responsibility

- You feel **emotionally bound** to follow through with anything you commit to
- If unable to follow through you start looking for ways to make it up
- Apologies, excuses, and rationalizations are **unacceptable**
- People will always look to you first for new assignments because they know you are **“utterly dependable”**
- You will need to guard against taking on more than you should

Flores	David	1	Responsibility
Glaspey	Melody	1	Responsibility
Craig	Aubrey	2	Responsibility
Cunnane	Kathy	2	Responsibility
Hawkins	Brian	2	Responsibility
Sepulveda	Richard	2	Responsibility
Kimmel	Karen	3	Responsibility
Ward	Steve	1	Responsibility
Willis	Jason	5	Responsibility
Deaton	John	4	Responsibility
		11	Responsibility Count

Restorative

- You **love to solve problems**
- You are energized by the challenge of analyzing the symptoms, identifying what is wrong, and **finding a solution**
- Depending on your other themes and experiences, you may prefer practical, conceptual, or personal problems
- You enjoy bringing things back to life

Trader	Jeffery	4	Restorative
Deaton	John	5	Restorative
Elia	Sam	5	Restorative
		3	Restorative Count

Self-assurance - 0

- You know you are able to **take risks**, meet new challenges, stake claims, and deliver
- You have **confidence** not only in your abilities, but in your judgment
- You know your perspective is unique and distinct
- You are not easily persuaded by someone else's arguments
- Authority for living your life feels natural to you
- Those with this theme have **an aura of certainty**

Significance

- You want to be appreciated and known for the unique strengths you bring
- You feel a **need to be admired as credible, professional, and successful** and want to associate with the same kind of people
- You want your **work to be a way of life** in which you are given free rein, and not just a job
- This is the theme that keeps you reaching, and pulls you up away from mediocrity and **toward the exceptional**

Fogerty	Michael	5	Significance
Cherniss	Alex	4	Significance
		2	Significance Count

Strategic

- It is a **distinct way of thinking**, a special perspective on the world at large
- Enables you to sort through the clutter to find the best route or **strategy**
- Allows you to see **patterns** where others see only complexity
- Keeping these patterns in mind you play out possible scenarios in **search of the path leading to the best strategy**
- Is not a skill that can be taught

McCoy	Mark	1	Strategic	
DeGeyter	Julienne	4	Strategic	
VanBuskirk	Peter	4	Strategic	
Hawkins	Brian	5	Strategic	
Barnes	Leslie	3	Strategic	
Deaton	John	3	Strategic	
Statton	Christine	1	Strategic	
		7	Strategic	Count

Woo

- **Winning Others Over**
- You enjoy the challenge of **meeting new people** and getting them to like you
- You are not intimidated by strangers but drawn to them as they are energizing
- You are **rarely at a loss for words**
- Once connected with a stranger, you are quite happy to wrap up and move on
- There are **no strangers** – just friends you haven't yet met

Statton	Christine	2	Woo
Deaton	John	1	Woo
		2	Woo Count

STRENGTHS

Our Team

Guess who?

1	Strategic	Includer (Inclusive)	Connectedness	Empathy
2	Responsibility	Competition	consistency	Harmony
3	Learner	Activator	Empathy	Positivity
4	Focus	Self-assurance	Ideation	Developer
5	Woo	Ideation	Relator	Woo

	Francie	Bill M.	Mary	Bill G
1	Strategic	Includer (Inclusive)	Connectedness	Empathy
2	Responsibility	Competition	consistency	Harmony
3	Learner	Activator	Empathy	Positivity
4	Focus	Self-assurance	Ideation	Developer
5	Woo	Ideation	Relator	Woo
	Accomodator	Competitive	Compromiser	Collaborative

Discussion at Your table

Share your individual strengths.

Discussion Items:

How do you find the balance between
“people and process”?

How do you transition from doing to leading?

DISCUSSION AT NEW TABLE

Share your individual strengths.

Discussion Items:

How do you develop outstanding communication skills and strategies?

Considering your varying strengths, how do you earn the trust of your team?