

# 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

1	Jack	Bachofer	1	Achiever
3	Keith	Beeman	1	Achiever
4	Helen	Bellonzi	1	Achiever
2	Donna	Barber	2	Achiever
17	Gaby	Hellier	2	Achiever
26	Rob	Schamberg	2	Achiever
6	Pam	Buckhout	3	Achiever
9	Megan	Curtis	3	Achiever
14	Debbie	Fry	3	Achiever
13	Martin	Fregoso	5	Achiever
24	Candace	Reines	5	Achiever
			<b>Achiever Count</b>	10

# 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

15	Jennifer	Goodner	2	Activator
16	Yancy	Hawkins	4	Activator
27	Fred	Van Vleck	5	Activator
			<b>Activator Count</b>	<b>3</b>

# 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

15	Jennifer	Goodner	1	Adaptability
			<b>Adaptability Count</b>	1

# 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

Keith	Beeman	2	Analytical
Debbie	Fry	5	Analytical
Martin	Fregoso	2	Analytical
Helen	Bellonzi	3	Analytical
Kathy	Perkins	3	Analytical
Candace	Reines	3	Analytical
Pam	Buckhout	4	Analytical
		<b>Analytical Count</b>	<b>7</b>

# 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

Ashley	Lightfoot	2	Arranger
Kathy	Perkins	2	Arranger
Lisa	Ensign	3	arranger
Helen	Bellonzi	4	Arranger
Debbie	Bentley	4	Arranger
Patricia	Deming	4	Arranger
Michael	Merrill	5	Arranger
Greg	Rash	5	Arranger
Rob	Schamberg	5	Arranger
		<b>Arranger Count</b>	9

# 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**



# 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**

Fred	Van Vleck	2	Command
Scott	Price	4	Command
		<b>Command Count</b>	<b>2</b>

# 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

Greg	Rash	2	Communication
Linda	Fabre	3	Communication
Donna	Barber	5	Communication
	<b>Communication Cour</b>		<b>3</b>

# 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

Fred	Van Vleck	1	Competition
Candace	Reines	4	Competition
Todd	Rivera	4	Competition
		<b>Competition Count</b>	<b>3</b>

# 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

Helen	Bellonzi	5	Connectedness
Laura	Carevic	5	Connectedness
	<b>Connectedness Cour</b>		<b>2</b>

# 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.

Debbie	Bentley	1	Consistency
Michael	Merrill	1	Consistency
		<b>Consistency Count</b>	<b>2</b>

# 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

Yancy	Hawkins	2	Context
Todd	Rivera	3	Context
Jeff	Napier	4	Context
Jennifer	Goodner	5	Context
Ashley	Lightfoot	5	Context
		<b>Context Count</b>	<b>5</b>

# 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**

Laura	Carevic	2	Deliberative
Carolyn	Chow	2	Deliberative
Jack	Bachofer	4	Deliberative
Keith	Beeman	5	Deliberative
		<b>Deliberative Count</b>	<b>4</b>

# 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

Patricia	Deming	5	Developer
		<b>Developer Count</b>	<b>1</b>

# 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

Carolyn	Chow	3	Discipline
Lisa	Ensign	4	discipline
		<b>Discipline Count</b>	<b>2</b>

# 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

Jennifer	Goodner	3	Empathy
Todd	Rivera	5	Empathy
		<b>Empathy Count</b>	<b>2</b>

# 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**

Carolyn	Chow	4	Focus
Pam	Buckhout	5	Focus
		<b>Focus Count</b>	<b>2</b>

# 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



# 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

Pam	Buckhout	1	Harmony
Carolyn	Chow	1	Harmony
Lisa	Ensign	1	harmony
Greg	Rash	1	Harmony
Debbie	Bentley	2	Harmony
		<b>Harmony Count</b>	<b>5</b>

# 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

Jeff	Napier	3	Ideation
Fred	Van Vleck	3	Ideation
		<b>Ideation Count</b>	<b>2</b>

# 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

Kathy	Perkins	1	Includer
Helen	Bellonzi	2	Includer
Scott	Price	2	Includer
Debbie	Bentley	5	Includer
		<b>Includer Count</b>	<b>4</b>

# 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

Lisa	Ensign	2	individualization
Ashley	Lightfoot	3	Individualization
Laura	Carevic	4	Individualization
	<b>individualization Cou</b>		<b>3</b>

# 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

Debbie	Fry	1	Input
Keith	Beeman	4	Input
Gaby	Hellier	4	Input
		<b>Input Count</b>	<b>3</b>

# 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



# 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”

Laura	Carevic	1	Learner
Martin	Fregoso	1	Learner
Ashley	Lightfoot	1	Learner
Jeff	Napier	1	Learner
Jack	Bachofer	2	Learner
Debbie	Fry	2	Learner
Keith	Beeman	3	Learner
Kathy	Perkins	4	Learner
Gaby	Hellier	5	Learner
		<b>Learner Count</b>	<b>9</b>

# 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

Gaby	Hellier	1	Maximizer
Megan	Curtis	2	Maximizer
Donna	Barber	3	Maximizer
Linda	Fabre	5	Maximizer
Yancy	Hawkins	5	Maximizer
		<b>Maximizer Count</b>	5

# Positivity

- 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

Patricia	Deming	1	Positivity
Scott	Price	1	Positivity
Yancy	Hawkins	3	Positivity
Greg	Rash	4	Positivity
		<b>Positivity Count</b>	<b>4</b>

# 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

Donna	Barber	1	Relator
Linda	Fabre	2	Relator
Laura	Carevic	3	Relator
Patricia	Deming	3	Relator
Gaby	Hellier	3	Relator
Jennifer	Goodner	4	Relator
Rob	Schamberg	4	Relator
Megan	Curtis	5	Relator
		<b>Relator Count</b>	<b>8</b>

# 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

Candace	Reines	1	Responsibility
Pam	Buckhout	2	Responsibility
Jeff	Napier	2	Responsibility
Todd	Rivera	2	Responsibility
Debbie	Bentley	3	Responsibility
Martin	Fregoso	4	Responsibility
Ashley	Lightfoot	4	Responsibility
Michael	Merrill	4	Responsibility
Carolyn	Chow	5	Responsibility
Lisa	Ensign	5	responsibility
Kathy	Perkins	5	Responsibility
	<b>Responsibility Count</b>		<b>11</b>

# 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

Todd	Rivera	1	Restorative
Michael	Merrill	2	Restorative
Scott	Price	3	Restorative
		<b>Restorative Count</b>	<b>3</b>

# Self-assurance

- 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**

Candace	Reines	2	Self-Assurance
Rob	Schamberg	3	Self-Assurance
Megan	Curtis	4	Self-Assurance
Linda	Fabre	4	Self-Assurance
	<b>Self-Assurance Coun</b>		<b>4</b>

# 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**



# 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

Megan	Curtis	1	Strategic
Linda	Fabre	1	Strategic
Rob	Schamberg	1	Strategic
Patricia	Deming	2	Strategic
Jack	Bachofer	3	Strategic
Martin	Fregoso	3	Strategic
Debbie	Fry	4	Strategic
Fred	Van Vleck	4	Strategic
Jack	Bachofer	5	Strategic
Scott	Price	5	Strategic
Jeff	Napier	5	Strategic
		<b>Strategic Count</b>	<b>11</b>

# 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

Yancy	Hawkins	1	Woo
Michael	Merrill	3	Woo
Greg	Rash	3	WOO
Donna	Barber	4	Woo

**Woo Count**

**4**

# 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?

# Names

- First Class
- 2<sup>nd</sup> to none
- Joel's favorite – we raised the bar
- Fantastic Fourth (Fortunate 4<sup>th</sup>)
- Five Star Leaders
- 6<sup>th</sup> Cohort