



Embracing Strengths in Times of Change

presented by

Dr. Monica Scamardo

monica@variateconsulting.com



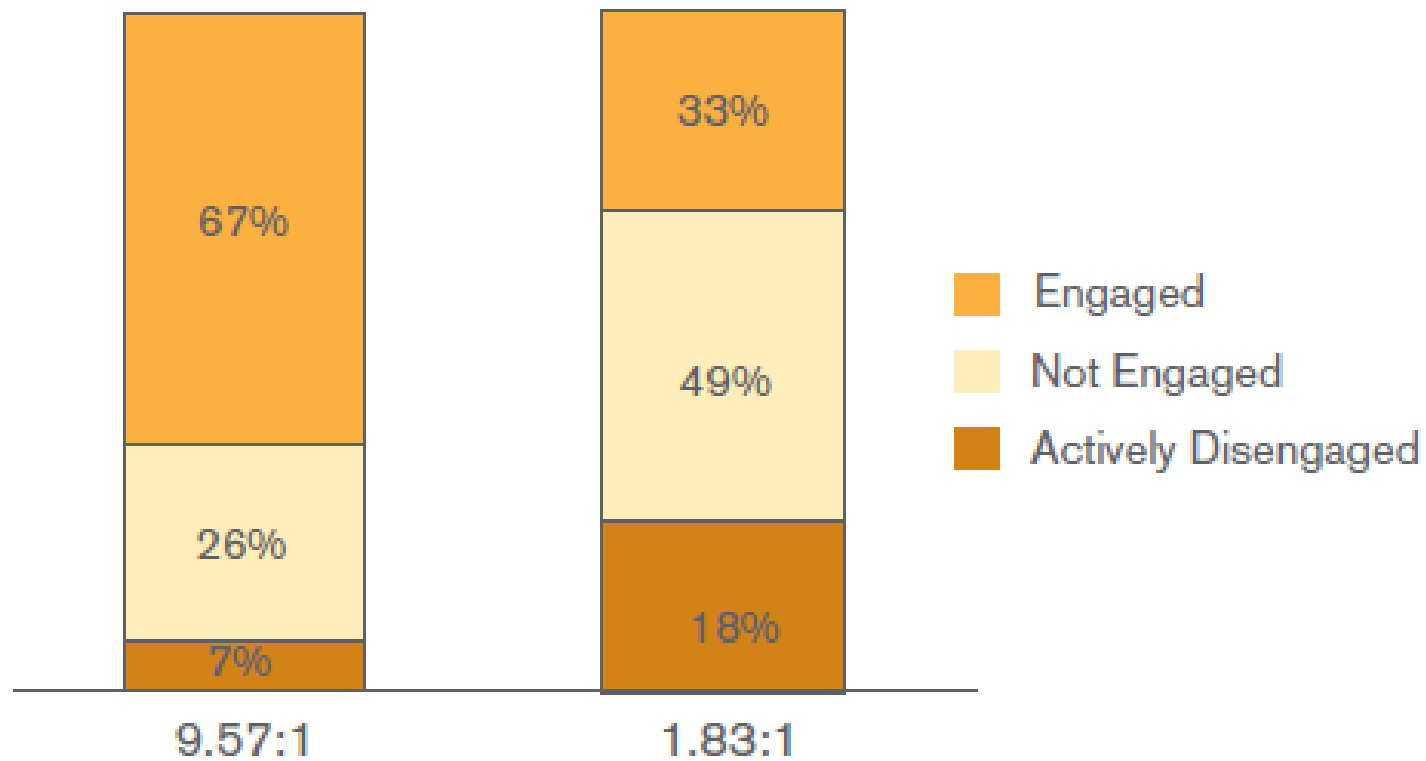


What Changes Are Your Organizations Facing?



World-Class

Average



Ratio of Engaged to Actively Disengaged

Engagement Drives Results

There is clear evidence that high employee engagement is related to improved organizational results.

Key findings from the Hewitt's Engagement Studies around the world

- ▣ More unsolicited applications per employee
- ▣ Lower full-time and part-time turnover
- ▣ Stronger financial results – revenue growth, cash-flow return on investment (44%)

Other internal and external research findings

- ▣ Higher productivity (70%)
- ▣ Lower absenteeism
- ▣ Higher customer satisfaction (86%)
- ▣ Higher employee morale
- ▣ Greater readiness for change

Employee Health Well-Being...

- ▣ Lower job-related stress
 - ▣ Lower disability & Workers Compensation costs
 - ▣ Better physical health
 - ▣ Lower absenteeism
-

Engaged

vs

Actively Disengaged

- Work with passion
- Feel a profound connection to their organization
- Believe they can impact the community
- Fully involved in their work
- Develop productive relationships
- Consistently perform at high levels
- Use some of their strengths

- Are negative in what they say and do
- Resistant to change
- Focus on accomplishing a task rather than achieving an outcome
- Unhappy at work
- Rarely take initiative
- Say critical things about the organization
- Do enough just to get by

“Actively Engaged” Characteristics

- Conscientiousness
- Optimism
- Team-oriented
- Empathy
- Broader understanding of the organization
- Engagement in other activities
- Past history of engagement
- View challenges as opportunities
- Proactive
- Dependable
- Carefulness
- Thorough
- Know & use strengths regularly

The Business Case for Strengths

Teams that play to their Strengths regularly are:

38% more likely to be high-productivity teams

44% more likely to earn high customer satisfaction scores

50% more likely to have low employee turnover

Taken from Gallup Org

Myth and Truth 1

MYTH

As you grow, your personality changes.

As you grow, you become more and more of who you already are.

TRUTH

Myth and Truth 2

MYTH

You will grow the most in your areas of greatest Weakness.

You will grow the most in your areas of greatest Strength.

TRUTH

Your Best Investment

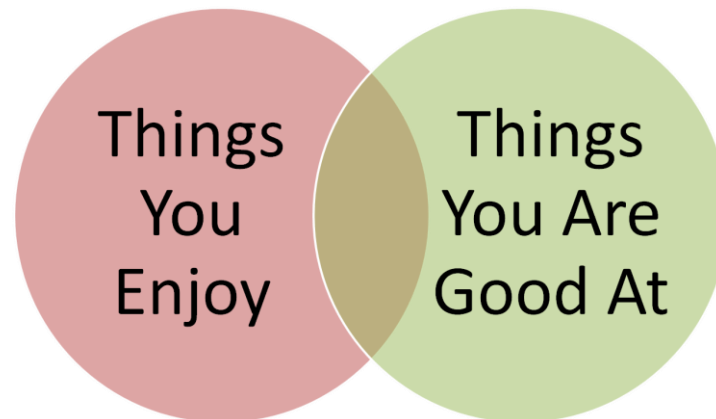
Speed Reading Class

STUDENT	Slow Readers	Fast Readers
<i>Pre Test</i>	85 WPM	300 WPM
<i>Post Test</i>	134 WPM	1,800 WPM
<i>% Change</i>	50%	600%

Source: Gallup Organization

Strength

- The ability to consistently provide near-perfect performance in a given activity.
- A strength enables and equips you to do certain things very well.
- Strengths grow from our natural talents, so while they can be developed, they cannot be acquired.



S

= **SUCCESS**

When you do it, you feel effective.

- People tell you that you have a gift for this activity
- You have earned prizes or recognition for this activity

I

= **INSTINCT**

Before you do it, you actively look forward to it.

- You find yourself volunteering for this activity
- This activity is a positive “gut reaction” for you

G

= **GROWTH**

While doing it, you feel inquisitive and focused.

- You often find yourself thinking about this activity
- You can't wait to learn more about this activity

N

= **NEEDS**

After you've done it, you feel fulfilled and authentic.

- It's fun to think back on doing this activity
- Doing this activity is one of your greatest satisfactions

4 Leadership Strength Areas

Executing	Relationship Building	Influencing	Strategic Thinking
<ul style="list-style-type: none">• implement solutions• work tirelessly to get something done• transform idea into reality within the organization they lead	<ul style="list-style-type: none">• glue that holds a team together• keep distractions at bay that interfere with results• keep the collective energy high	<ul style="list-style-type: none">• innately good at influencing• always selling the team's ideas inside and outside the organization• take charge, speak up, and make sure group is heard	<ul style="list-style-type: none">• keep people focused on "what they could" be• constantly pull team/members into the future• continually absorb & analyze info & help team make better decisions

34 Strengths

- Achiever - constant drive for accomplishing tasks
- Activator - acts to start things in motion
- Adaptability - adept at accommodating to changes in direction/plan
- Analytical - requires data and/or proof to make sense of their circumstances
- Arranger - enjoys orchestrating many tasks and variables to a successful outcome
- Belief - strives to find some ultimate meaning behind everything they do
- Command - steps up to positions of leadership without fear of confrontation
- Communication - uses words to inspire action and education
- Competition - thrives on comparison and competition to be successful
- Connectedness - seeks to unite others through commonality
- Consistency - believes in treating everyone the same to avoid unfair advantage

- ❑ Context - able to use the past to make better decisions in the present
- ❑ Deliberative - proceeds with caution, seeking to always have a plan and know all of the details
- ❑ Developer - sees the untapped potential in others
- ❑ Discipline - seeks to make sense of the world by imposition of order
- ❑ Empathy - especially in tune with the emotions of others
- ❑ Focus - requires a clear sense of direction to be successful
- ❑ Futuristic - keen sense of using an eye towards the future to drive today's success
- ❑ Harmony - seeks to avoid conflict and achieve success through consensus
- ❑ Ideation - adept at seeing underlying concepts that unite disparate ideas
- ❑ Includer - instinctively works to include everyone
- ❑ Individualization - draws upon the uniqueness of individuals to create successful teams
- ❑ Input - constantly collecting information or objects for future use

- Intellection - enjoys thinking and thought-provoking conversation often for its own sake, and also can distill complex concepts into simplified models
- Learner - must constantly be challenged and learning new things to feel successful
- Maximizer - seeks to take people and projects from great to excellent
- Positivity - knack for bring the light-side to any situation
- Relator - most comfortable with fewer, deeper relationships
- Responsibility - inexplicably, must follow through on commitments
- Restorative - thrives on solving difficult problems
- Self-Assurance - stays true to their beliefs, judgments and is confident of his/her ability
- Significance - seeks to be seen as significant by others
- Strategic - able to see a clear direction through the complexity of a situation
- Woo - able to easily persuade



Myths About Introverts

1. Introverts are shy
2. Introverts don't like to be around people
3. Introverts don't make good leaders or public speakers
4. Its easy to tell who is introverted

Introvert

- Get energy from ideas & alone time
- Think to talk
- Drawn to the inner world of thought and feeling



Extrovert

- Get energy from people and activities
- Talk to think
- Drawn to the external world of life and people



“Knowing yourself is the beginning of all wisdom.”

Aristotle

A word cloud featuring various personality traits and values. The words are arranged in a roughly triangular shape, with the largest word, 'Responsibility', at the top right. Other prominent words include 'Achiever', 'Maximizer', 'Strategic', 'Connectedness', and 'Relator'. The words are in various colors including blue, purple, green, and brown. Smaller words are scattered around the larger ones, including 'Harmony', 'Learner', 'Analytical', 'Restorative', 'Discipline', 'Belief', 'Command', 'Deliberative', 'Individualization', 'Significance', 'Futuristic', 'Arranger', 'Includer', 'Adaptability', 'Activator', 'Input', 'Developer', 'Empathy', 'Ideation', 'Context', 'Consistency', 'Intellecion', 'Positivity', and 'Adaptability'.

Harmony
Learner Strategic
Analytical Maximizer
Responsibility
Self-Assurance WOOD Focus Discipline Restorative Belief Achiever Command Deliberative Individualization Significance Futuristic Arranger Includer Adaptability Activator Input Developer Empathy Ideation Relator
Achiever
Connectedness Context
Consistency Intellecion Positivity
Adaptability