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The Engaged Church - StrengthsFirst Culture

Staggering Statistics

Bar chart comparing employee engagement levels between "10-Year Avg US Workers Overall" (light blue) and "When US Workers & Leaders Work From Strengths" (dark blue):

- **Actively Disengaged:** 17% (10-Year Avg US Workers Overall), 1% (When US Workers & Leaders Work From Strengths)
- **Not Engaged:** 53% (10-Year Avg US Workers Overall), 26% (When US Workers & Leaders Work From Strengths)
- **Engaged:** 30% (10-Year Avg US Workers Overall), 73% (When US Workers & Leaders Work From Strengths)

Legend:
- ■ 10-Year Avg US Workers Overall
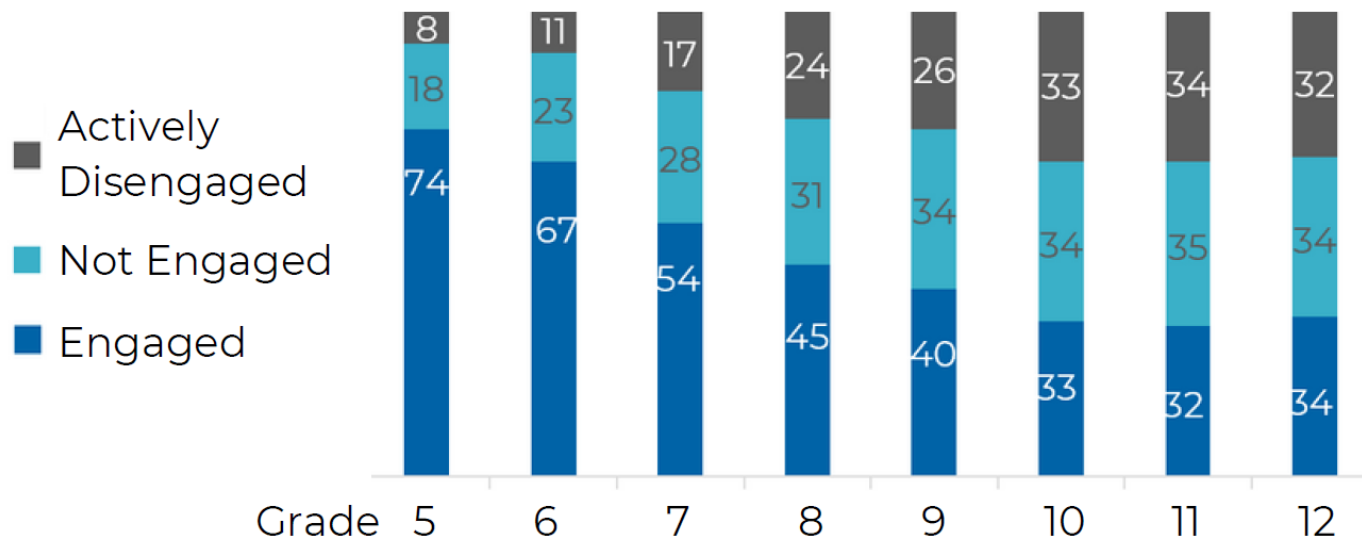- ■ When US Workers & Leaders Work From Strengths

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Power of Strengths in Learning

Did you love school more when you were in 5th grade?

Actively Disengaged — Not Engaged — Engaged

Grade	5	6	7	8	9	10	11	12
Actively Disengaged	8	11	17	24	26	33	34	32
Not Engaged	18	23	28	31	34	34	35	34
Engaged	74	67	54	45	40	33	32	34

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" Take weakness out of your vocabulary;
replace it with partner-up opportunities.
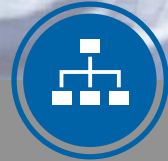
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CliftonStrengths Applications

Individual coaching and development

Diversity and roles
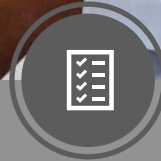
Projects

Team building

Individual Development

	TALENT	STRENGTH
DESCRIPTION	A special natural ability, aptitude, or recurring pattern of thought, feeling or behavior that can be productively applied.	Consistent, near-perfect performance in an activity.
EXAMPLE	Woo (winning others over). Natural talent is to meet people.	Purposefully meeting with people to network and connect people.

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Team Effectiveness

CliftonStrengths provides the opportunity to better understand those you work and live with so you can work and live together more effectively in every situation.
- Teams should be well-rounded
    - Individuals should be edgy
    - Everyone is a different puzzle piece completing the picture

> "A person should get the opportunity to say at least once a day 'this is why I was born.'"
>
> *-Don Clifton, Developer of CliftonStrengths*

CliftonStrengths Identifies Uniqueness

Not a 1 in 4 chance of getting the same category or fortune cookie response.

1 | Millions of combinations

2 | We are all unique

3 | Positive psychology, focus on building strengths, not weaknesses

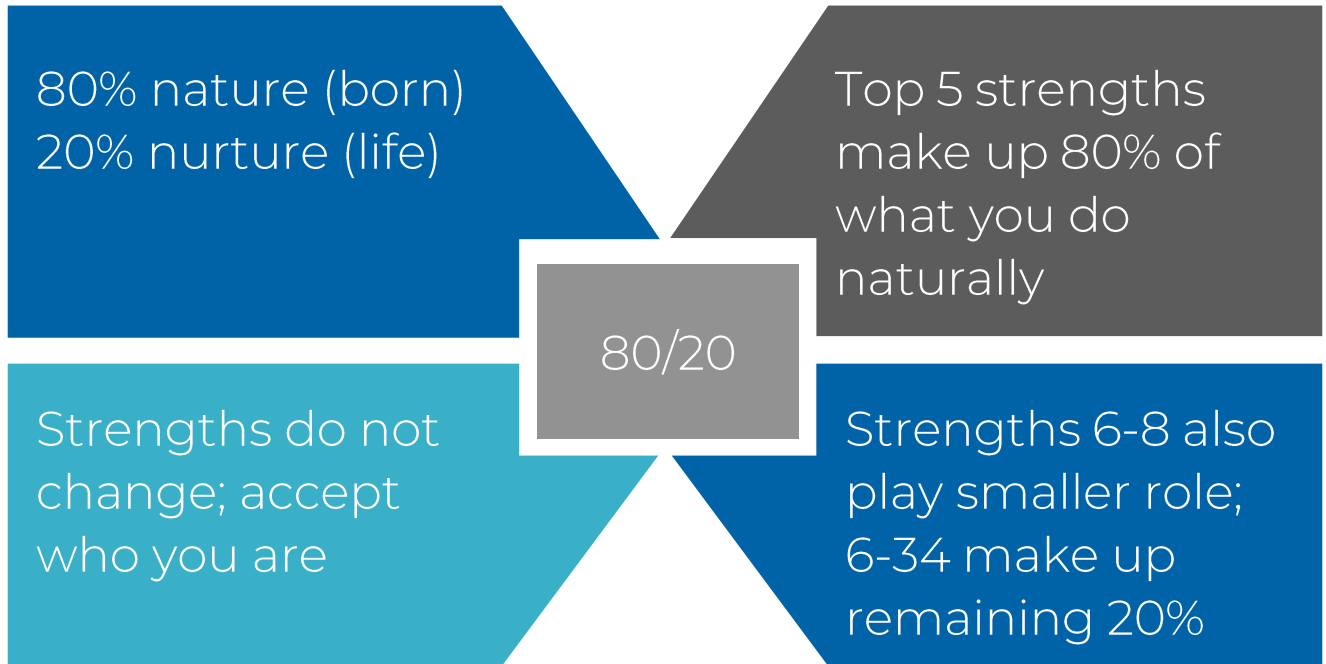4 | 1 in 275k chance of someone having same top 5 strengths

5 | 1 in 33M chance of someone having same top 5 in same order

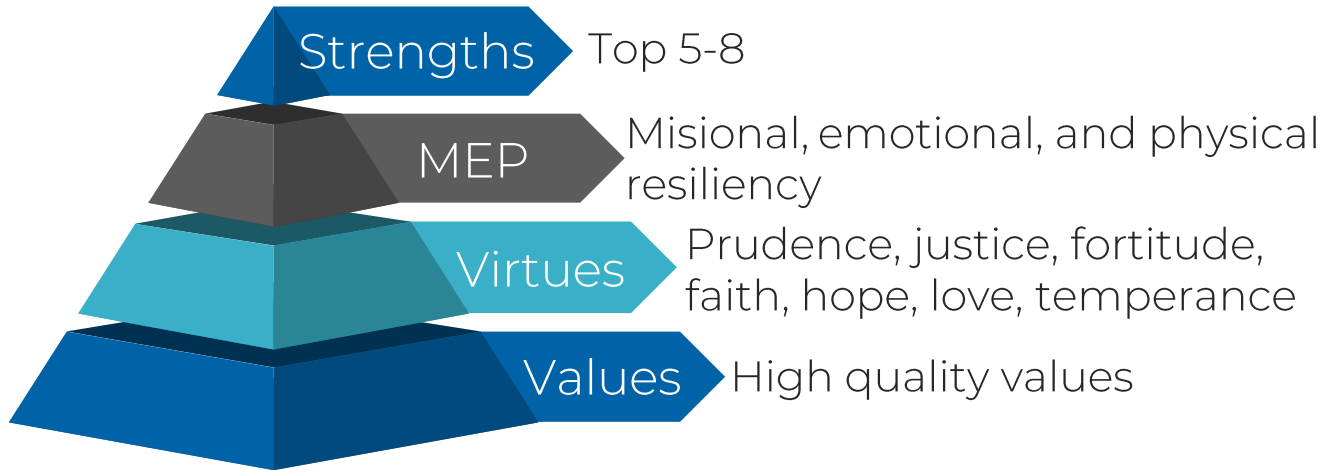Partner2Learn
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The 80/20 Rule

80% nature (born)
20% nurture (life)

Top 5 strengths make up 80% of what you do naturally

80/20

Strengths do not change; accept who you are

Strengths 6-8 also play smaller role; 6-34 make up remaining 20%

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Total Performance Factors

- Fatal flaws must be dealt with
- Focus on strengths; neutralize weaknesses

Strengths → Top 5-8

MEP → Misional, emotional, and physical resiliency

Virtues → Prudence, justice, fortitude, faith, hope, love, temperance

Values → High quality values

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Journey to Leveraging Strengths

01 Talents are identified; journey to strengths

02 Strengths = talent + skill + knowledge x experience

03 Focus on building & leveraging strengths
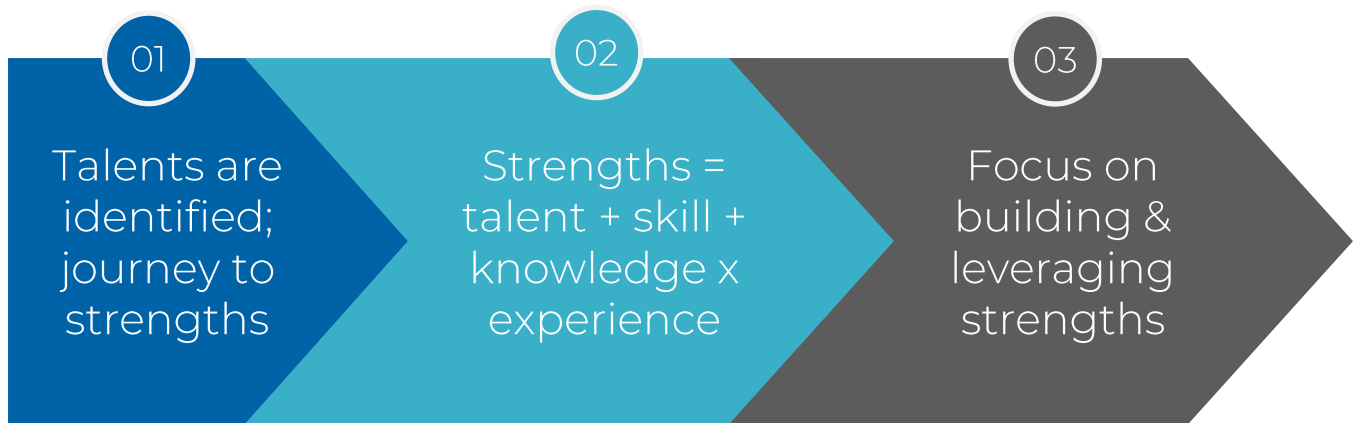
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Servant Leadership

SFO: Strengths for others – Jesus came to serve and not to be served…

It is only a strength when it is focused on others

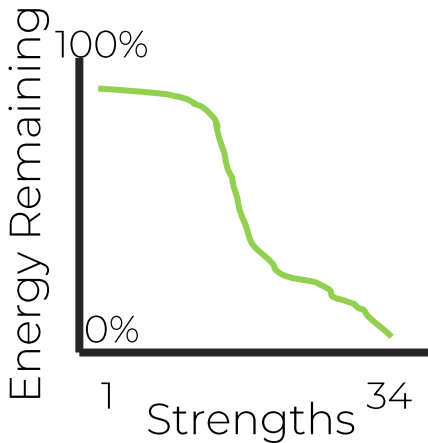Use strengths to help others use their strengths to maximize everyone

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Energy & Strengths

Working from your top strengths uses the least amount of energy, keeping you energized and motivated.

Full tank!

❖ It takes 10-20% effort to get 80-90% results when working from strengths

❖ Energized; get more done with less effort

Almost empty!

❖ It takes 80-90% effort to get 10-20% results when not working from strengths

❖ Energy is depleted sooner

Energy Remaining

100%

0%

1   Strengths   34

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What vs. How

Vitally important: strengths do NOT determine WHAT we do, but HOW we do it.

No strengths are better or worse; they don't make a better leader, professional, friend, parent, child etc.

Our strengths simply tell us HOW we will do those roles.

PASSION LED US HERE

Strengths Categories

Traction	Seeing (Mind's Eye)	Lifestyle	Problem Identification
Focus	Deliberative*	Belief	Strategic*
Command	Analytical*	Responsibility	Ideation*
Activator	Context	Discipline	Intellection
	Connectedness	Adaptability	
	Strategic*	Consistency	
	Ideation*	Harmony	
	Futuristic	Positivity	

Driving	Interpersonal	Wild Cards	Problem Solving
Significance	Relator	Communication	Restorative
Maximizer*	Maximizer*	Learner	Input
Self-Assurance	Developer		Arranger
Competition	Includer		Analytical*
Achiever	Empathy		Deliberative*
	Individualization		
	Woo		

* Multiple entries

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Strength Category Descriptors

Traction

- Focus
- Command
- Activator

- Strengths that get things started
- Likes to constantly be on the go and push forward
- Terrific at gaining forward movement (traction), then likes to hand off to the "driving" strengths to finish

Driving

- Significance
- Maximizer*
- Self-Assurance
- Competition
- Achiever

- Strengths that are great at finishing things
- Likes to accomplish tasks and drive things forward and bring home the prize
- Hard charging strengths that take great joy in finishing efforts started by "traction" strengths

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Strength Category Descriptor

1
Tuesday

Today
9 | The Present

30
Thursday

Seeing (Mind's Eye)

❖ Deliberative*
❖ Analytical*
❖ Context
❖ Connectedness
❖ Strategic*
❖ Ideation*
❖ Futuristic

❖ Strengths that give people an innate sense of sight
❖ Ability to see either forward or backward, in order to always inform the present and lead to the future

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Strength Category Descriptor

Interpersonal

❖ Relator
❖ Maximizer*
❖ Developer
❖ Includer
❖ Empathy
❖ Individualization
❖ Woo

❖ Strengths that deal with the human element
❖ Able to work with and understand people
❖ Strengths in this area will always look for human touch and interaction

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Strength Category Descriptor

Lifestyle (Orientation to Life)

❖ Belief
❖ Responsibility
❖ Discipline
❖ Adaptability
❖ Consistency
❖ Harmony
❖ Positivity

❖ Strengths that flavor or influence other strengths
❖ These strengths combine with others to inform decisions and actions taken
❖ Example: positivity will influence all other strengths to always see the glass as half full

Strengths Category Descriptor

Wild Cards (Seasonings)

❖ Communication
❖ Learner

❖ Strengths that have no downside or shadow side
❖ To be used fully, they must pair with other strengths
  ❖ To learn or communicate for the sake of learning or communicating is not a strength for others (SFO)
  ❖ When partnered with other strengths or learning new strengths for the team, then full capacity or benefit is realized

Strengths Category Descriptor

Problem Identification

❖ Strategic*
❖ Ideation*
❖ Intellection

❖ Strengths that see the true problem or root cause
❖ These strengths see problems that are coming, or that are being experienced
❖ Ability to cut through issues to the heart of the problem, not the ancillary issues that might cloud true identification

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Strength Category Descriptor

Problem Solving

❖ Restorative
❖ Input
❖ Arranger
❖ Analytical*
❖ Deliberative*

❖ Strengths that solve problems and issues that exist
❖ Ability to see the steps and intricate details needed to solve any problem that might exist

How Strengths Categories Work Together

A **Problem Identification** individual determines the core problem/issue.

They partner-up with a **Problem Solving** person who puts the 3-step solution on paper or in front of the team.

They partner-up with a **Traction** person who will get the solution started.

They partner-up with a **Driving** person who will make sure the solution gets finished.

The **Seeing** individuals provide sight to make sure the solutions is in line with mission, core values, long-term vision, the right priority, etc.

The **Interpersonal** individuals make sure the solution brings the people along, does not allow people to be left behind or move too far ahead, and ensures people are engaged.

The **Lifestyle** individuals ensure all is done positively, with harmony, and is aligned with the core values (Belief), etc.

The **Wild Cards** enhance every strength, every area, and the entire process.

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Strengths Organization Working Together

In the end, all 8 categories are used and the team is utilizing all of its pieces (people), all of its strengths...

...to build towards one, fully unified and engaged team or organization.

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Sample Team Analysis

Color Guide:	Traction	Driving		Seeing	Lifestyle
Problem Identification		Problem Solving	Interpersonal		Wild Cards

1	2	3	4	5	6	7	8
Ideation	Context	Adaptability	Achiever	Maximizer	Command	Self-Assurance	Includer
Competition	Activator	Focus	Individualization	Achiever	Command	Futuristic	Relator
Includer	Achiever	Restorative	Belief	Responsibility	Learner	Input	Activator
Context	Activator	Relator	Significance	Analytical	Command	Self-Assurance	Focus
Connectedness	Relator	Input	Significance	Futuristic	Adaptability	Positivity	Activator
Restorative	Achiever	Responsibility	Harmony	Focus	Deliberative	Learner	Input
Empathy	Developer	Context	Harmony	Input	Learner	Positivity	Consistency
Strategic	Achiever	Ideation	Command	Learner	Self-Assurance	Analytical	Relator
Competition	Achiever	Focus	Futuristic	Learner	Analytical	Activator	Command
Input	Context	Harmony	Analytical	Learner	Individualization	Intellection	Consistency
Restorative	Analytical	Strategic	Belief	Responsibility	Activator	Developer	Self-Assurance

1	2	3	4	5	6	7	8
Ideation	Context	Adaptability	Achiever	Maximizer	Command	Self-Assurance	Includer
Competition	Activator	Focus	Individualization	Achiever	Command	Futuristic	Relator
Includer	Achiever	Restorative	Belief	Responsibility	Learner	Input	Activator
Context	Activator	Relator	Significance	Analytical	Command	Self-Assurance	Focus
Connectedness	Relator	Input	Significance	Futuristic	Adaptability	Positivity	Activator
Restorative	Achiever	Responsibility	Harmony	Focus	Deliberative	Learner	Input
Empathy	Developer	Context	Harmony	Input	Learner	Positivity	Consistency
Strategic	Achiever	Ideation	Command	Learner	Self-Assurance	Analytical	Relator
Competition	Achiever	Focus	Futuristic	Learner	Analytical	Activator	Command
Input	Context	Harmony	Analytical	Learner	Individualization	Intellection	Consistency
Restorative	Analytical	Strategic	Belief	Responsibility	Activator	Developer	Self-Assurance

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What are the Team's Top Strengths?

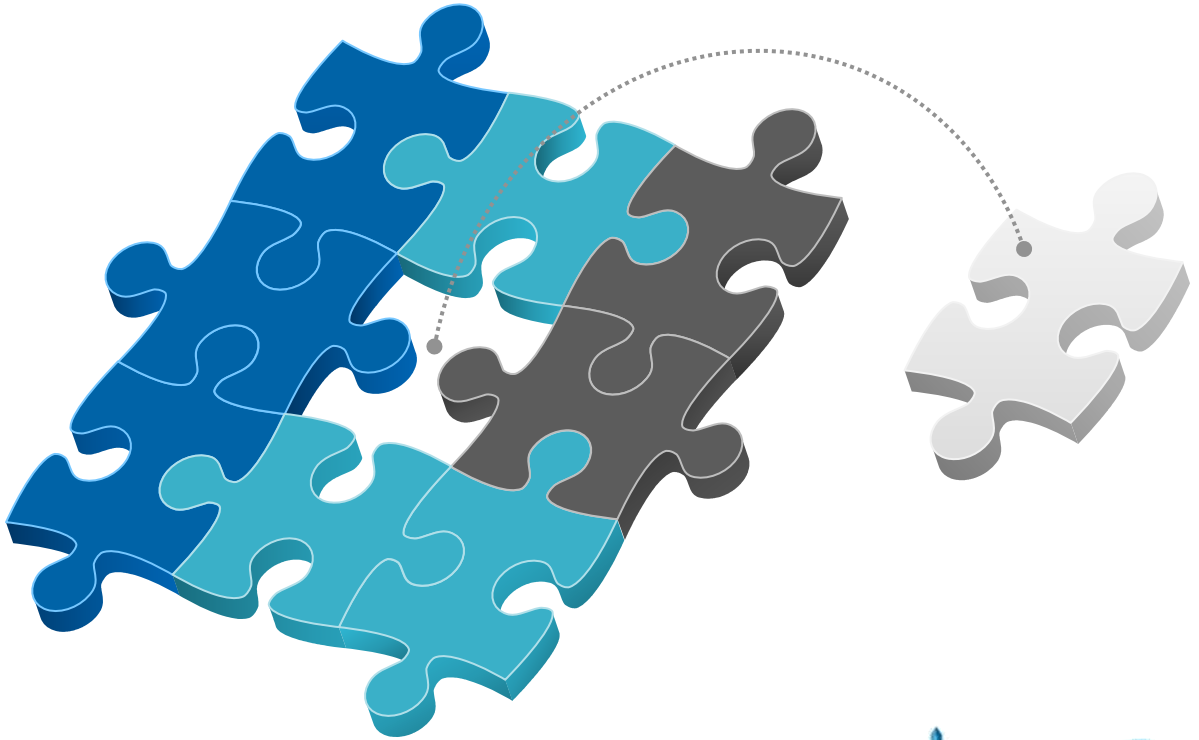|	
6	Achiever
6	Activator
6	Learner
5	Analytical, Command, Input

These 6 themes = 38% of the team's total

What's Missing?

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Strengths Categories

Traction	Seeing (Mind's Eye)	Lifestyle	Problem Identification
Focus	Deliberative*	Belief	Strategic*
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Driving	Interpersonal	Wild Cards	Problem Solving
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Competition	Includer		Analytical*
Achiever	Empathy		Deliberative*
	Individualization		
	Woo		

* Multiple entries

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Strengths Category Distribution

Strength Category	Expected	Actual	Index
Traction	8.8%	17.0%	193.7
Driving	14.7%	17.0%	116.0
Seeing	20.5%	20.5%	99.8
Interpersonal	20.5%	13.6%	66.5
Lifestyle	20.5%	15.9%	77.6
Problem Identification	8.8%	5.7%	64.6
Problem Solving	14.7%	15.9%	108.2
Wild Card	5.9%	6.8%	116.0

Goal: Have an index of 90 or above.

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CliftonStrengths Coaching Process

Review Top 5 or 8. Are they strengths?

Identify strength areas.

Identify combination factors.

Locate strengths within 8 categories

Identify partner-up opportunities.

Develop a StrengthsFirst coaching plan using missional, emotional, and physical resiliency planning.

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Strengths Categories

Traction	Seeing (Mind's Eye)	Lifestyle	Problem Identification
Focus	Deliberative*	Belief	Strategic*
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Driving	Interpersonal	Wild Cards	Problem Solving
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	Individualization		
* Multiple entries	Woo		

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Example: Bill Fold's Top 5

Traction	Seeing (Mind's Eye)	Lifestyle	Problem Identification
Focus Command Activator	Deliberative* Analytical* Context Connectedness Strategic* Ideation* Futuristic	Belief Responsibility Discipline Adaptability Consistency Harmony Positivity	Strategic* Ideation* Intellection

Driving	Interpersonal	Wild Cards	Problem Solving
Significance Maximizer* Self-Assurance Competition Achiever	Relator Maximizer* Developer Includer Empathy Individualization Woo	Communication Learner	Restorative Input Arranger Analytical* Deliberative*

* Multiple entries

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Example: Bill Fold's Partner-Up Opportunities

Traction
Focus
Command
Activator

Seeing (Mind's Eye)
Deliberative*
Analytical*
Context
Connectedness
Strategic*
Ideation*
Futuristic

Lifestyle
Belief
Responsibility
Discipline
Adaptability
Consistency
Harmony
Positivity

Problem Identification
Strategic*
Ideation*
Intellection

Driving
Significance
Maximizer*
Self-Assurance
Competition
Achiever

Interpersonal
Relator
Maximizer*
Developer
Includer
Empathy
Individualization
Woo

Wild Cards
Communication
Learner

Problem Solving
Restorative
Input
Arranger
Analytical*
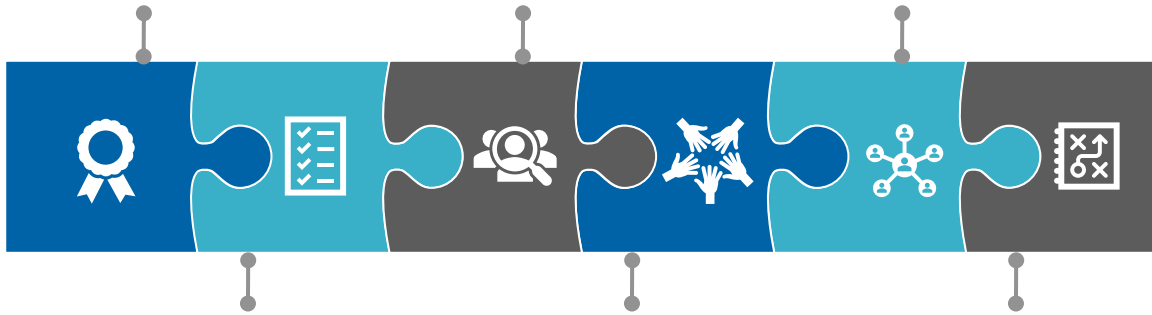Deliberative*

* Multiple entries

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CliftonStrengths Coaching Process

Review Top 5 or 8. Are they strengths?

Identify strength areas.

Identify combination factors.

Locate strengths within 8 categories

Identify partner-up opportunities.

Develop a StrengthsFirst coaching plan using missional, emotional, and physical resiliency planning.

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Create a StrengthsFirst Mindset & Culture

Steps to keep it alive!

Post your top 5 or 8 strengths on your desk or door.

Add your strengths to your email signature.

Bring and share your strengths at each meeting.

At weekly meetings, share how you used one of your strengths that week.

Share when you see someone using their strengths.

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Characteristics of a High Performing Team

TRUST — Vulnerability-based

POSITIVE CONFLICT — $MV^2 + I^2$ Mission/Vision/Values-focused around Ideas and Issues

COMMITMENT — To the Mission and the team

ACCOUNTABILITY — To one another

RESULTS — TEAM results

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Ready To Take Action?

- What was your biggest take away?
- What action will you take?

Final thoughts.

Replace weaknesses with partner-up opportunities!

Thank you!

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Let's continue the conversation and build a StrengthsFirst culture!

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