

A Strengths-Based Approach to Self-Awareness

Janice Watt, SNS

School Nutrition Specialist & Gallup Certified Strength Coach
Adaptability ~ Maximizer ~ Connectedness ~ Positivity ~ Empathy

Live Your Best Life!



Session Objectives

- To explain why self-awareness is so important
- To give an overview of Clifton strengths assessment tool
- To share how I used Strengths with dietetic interns

Emotional intelligence is the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically

REASONS FOR SELF-AWARENESS

You're stuck with yourself for life; do it for YOU

For the others you interact with; do it for THEM

You have an impact to make in life; MAKE LIFE COUNT

You have one life to live; ENJOY IT!

-Chris Heinz, coach

Benefits of Self-Awareness

- Have more power
- Are more fulfilled in life
- Are more creative
- Experience better communication
- Perform better at work
- Have stronger relationships
- Able to anticipate how you will react to situations



WAYS TO BOOST SELF- AWARENESS

ask, what are my...

- Strengths?
- Weaknesses?
- Core values?
- Mission & purpose?
- Passions & interests?
- Blind spots?
- Personality?

*“Life is:
10% what happens to me,
&
90% of how I react to it.”*

-John C. Maxwell


Lack of Insight vs Clear Insight

<p>LACK OF INSIGHT</p> <ul style="list-style-type: none"> • APATHY • LACK OF COMMITMENT • OVER-CONFORMING • UNSATISFYING DECISIONS 	<p>AWARENESS</p> <ul style="list-style-type: none"> • PURPOSE, ENTHUSIASM • COMMITMENT • CRITICAL THINKING • SATISFYING DECISIONS
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*“People don't change that much.
Don't waste time trying to put in what was left out.
Try to draw out what was left in.
That is hard enough.”*

*Marcus Buckingham
Curt Coffman
First, Break All the Rules*

*What will happen
when we think
about what
is **right** with people
rather
than **fixating** on
what
is **wrong** with
them?”*




Donald O. Clifton, Ph.D. 1924-2003
psychologist and business executive
Creator of Clifton StrengthFinder

CliftonStrengths OVERVIEW

- Gallup organization product
- Online assessment
- 177 questions, timed
- Study of excellence 3 million people, 3 decades
- Ranks strengths according to 34 talent themes
- Cost: \$19.99 for top 5, \$49.99 for full 34

CliftonStrengths



Strengths Stats

- 23 Million People have taken StrengthFinder, worldwide
- StrengthFinder 2.0 is one of the most popular books on Amazon
- 90% of Fortune 500 Companies
- 600 Higher Education Institutions
- Rhode Island ~ first Strengths-Based state
- Atlanta Public Schools

More Strengths Statistics



- 3 X more likely to have excellent quality of life
- 6 X more likely to be engaged in their jobs
- 7.8% have greater productivity in those who learn to use their strengths
- 8.9% greater profitability in teams who receive strengths feedback

-Gallup

People Working in the Strengths Zone

- Look forward to going to work
- Have more positive interactions with co-workers
- Treat customers better
- Tell their friends they work for a great company
- Achieve more on a daily basis
- Have more positive, creative & innovative moments



-Gallup

IT IS WHAT IT IS....

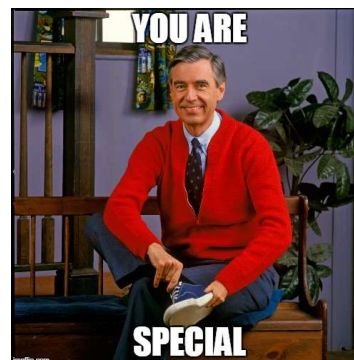


WHAT IT IS

- Tool for development
- Identifies how you are wired
- Helps understand the lens through which you view the world
- Common language to integrate within organization
- Maximize productivity
- Where you find your energy vs. what exhausts you

WHAT IT ISN'T

- A tool for hiring
- Tool for promotion or advancement
- Identifies the "right vs. wrong" or "good vs. bad" talents
- Labeling people
- One size fits all approach
- Not an excuse to NOT do something because "it's not my strength"
- A complete explanation of who you are & why you do things



Everyone has talent!!!!!!!!!!!!!!

Clues to talent

EASE

EXCELLENCE

ENJOYMENT

WHY FOCUS ON STRENGTHS?
SPEED
PRODUCTIVITY
PRECISION
LONGEVITY
ATTENDANCE



Your greatest talents video

Print the following phrase 3 times

I use my strengths every day

Talents \times Investment = Strengths

Natural ways of thinking, feeling and behaving

Time spent developing your talents, skills and knowledge

Talents used productively

Consistently produce positive outcomes through near perfect performance in a specific task


Weakness Management

Is it getting in my way of performance?
Is there a skill or something I can learn to manage it?
Can I use another talent to manage it?
Can I call on a colleague to help me with it?
Can I just ignore it?

*“One should waste as little effort as possible on improving areas of low competence.
It takes far more energy to improve from incompetence to mediocrity than it takes to improve from first-rate performance to excellence”*


-Peter Drucker, Author & business management consultant

Be a Strengths Scout



- Look for strengths in action
- When you see a student or co-worker using it, mention it to them to reinforce the value
- Start using the language of strengths on a daily basis


Erin Anseth, MS, M.ed, RD, LDN



Empathy is my number one...it helped me see that it is a strength and not a weakness and something to not be embarrassed about, as I have been in the past. It was really very bolstering for my confidence !

Empathy
Harmony
Restorative
Achiever
Developer

Samantha Therrien, MS, RDN, LDN



I've used them as guidance in my career path... When job searching, I was really looking for something that would allow me to implement creative ideas, set & achieve my own goals and objectives, take initiative, monitor my own progress, & see tasks through to completion.

Futuristic
Achiever
Responsibility
Individualization
Relator

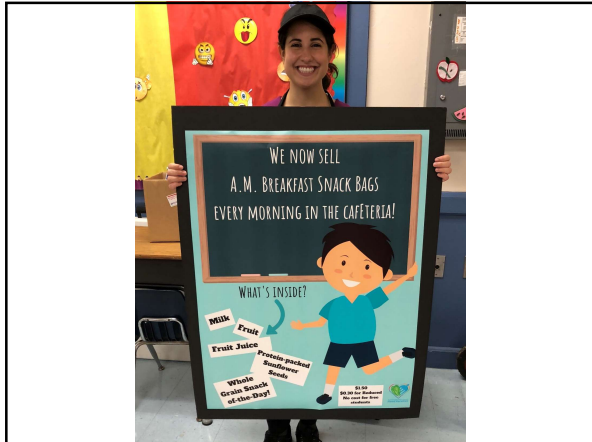


Marissa Silver Green, MS, RD, LDN



For me, taking the strengths test at the start of my internship helped us work so well together. From the start, you had a better idea of my work ethic and style & I had a clear picture of how you work best.

Achiever
Learner
Individualization
Relator
Maximizer



Questions?

Link to take assessment or to learn more:
<https://www.gallup.com/cliftonstrengths/en/home.aspx>

ENGAGED PERFORMANCE
COACHING - CONSULTING - TRAINING

Janice Watt, Gallup Certified Strengths Coach
www.engagedperformancecoaching.com
401-578-4594

Email : janicewatt@hotmail.com

THANK YOU!