

Introduction to

Strengthscope[®]

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Agenda

10am Why Strengthscope?

10.20am ...Breakout room 1

10.45am ...Introduction to the report

11amBreakout room 2

11.30am....Break

11.45am....Feedback

12pm.....Breakout room 3

12.20pm... Final thoughts

12.30pm... End



“We define strengths as:

Underlying qualities that energise us, and we are great at (or have the potential to become great at).”

Brewerton and Brook, 2014



“

The brain is like Velcro for negative experiences and Teflon for positives ones.

”

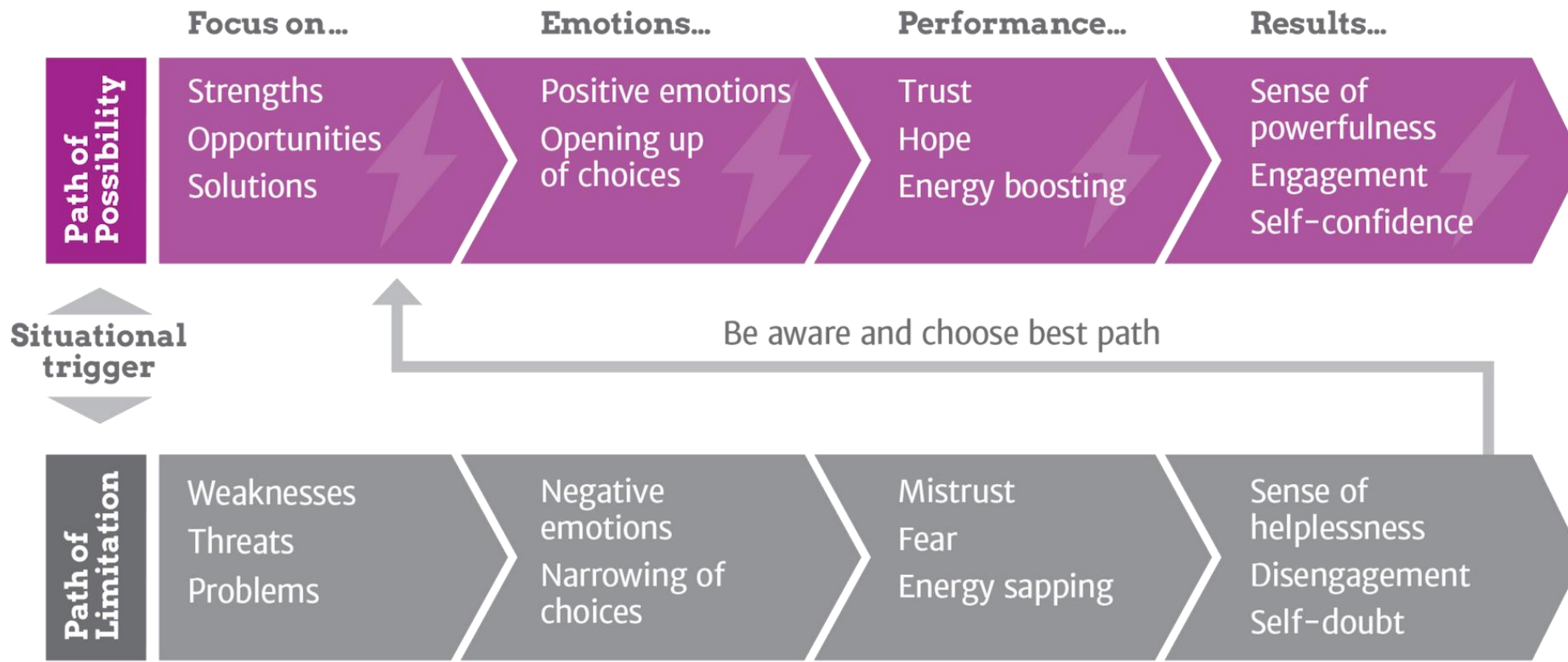


Rick Hanson Ph.D



BE AWARE, COMMIT TO ACTION AND CHANGE PA





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Breakout room 1
























Quick introduction, then;

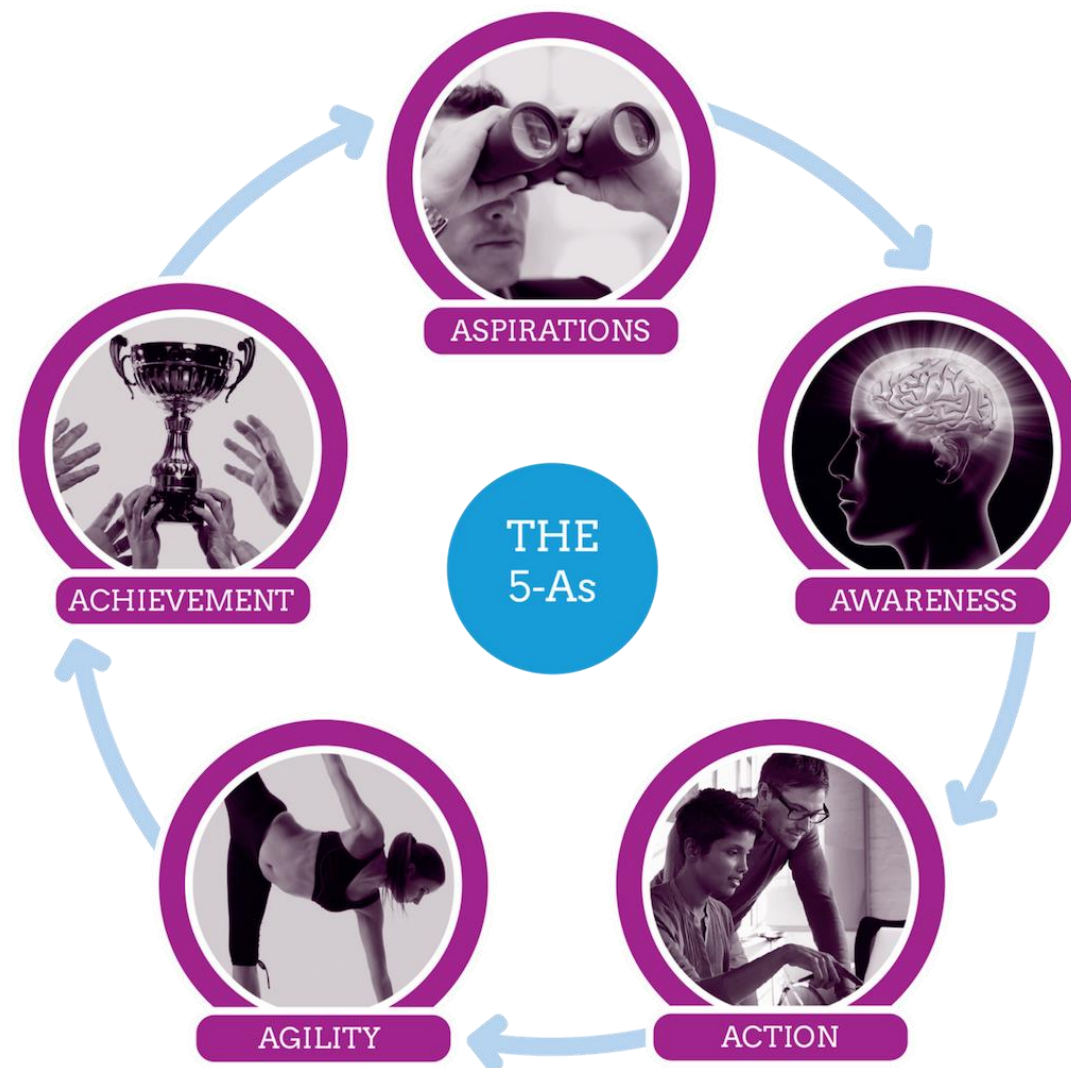
What are the things that most energise you
(and why):

- At work?
- Outside work?



24 Strengths

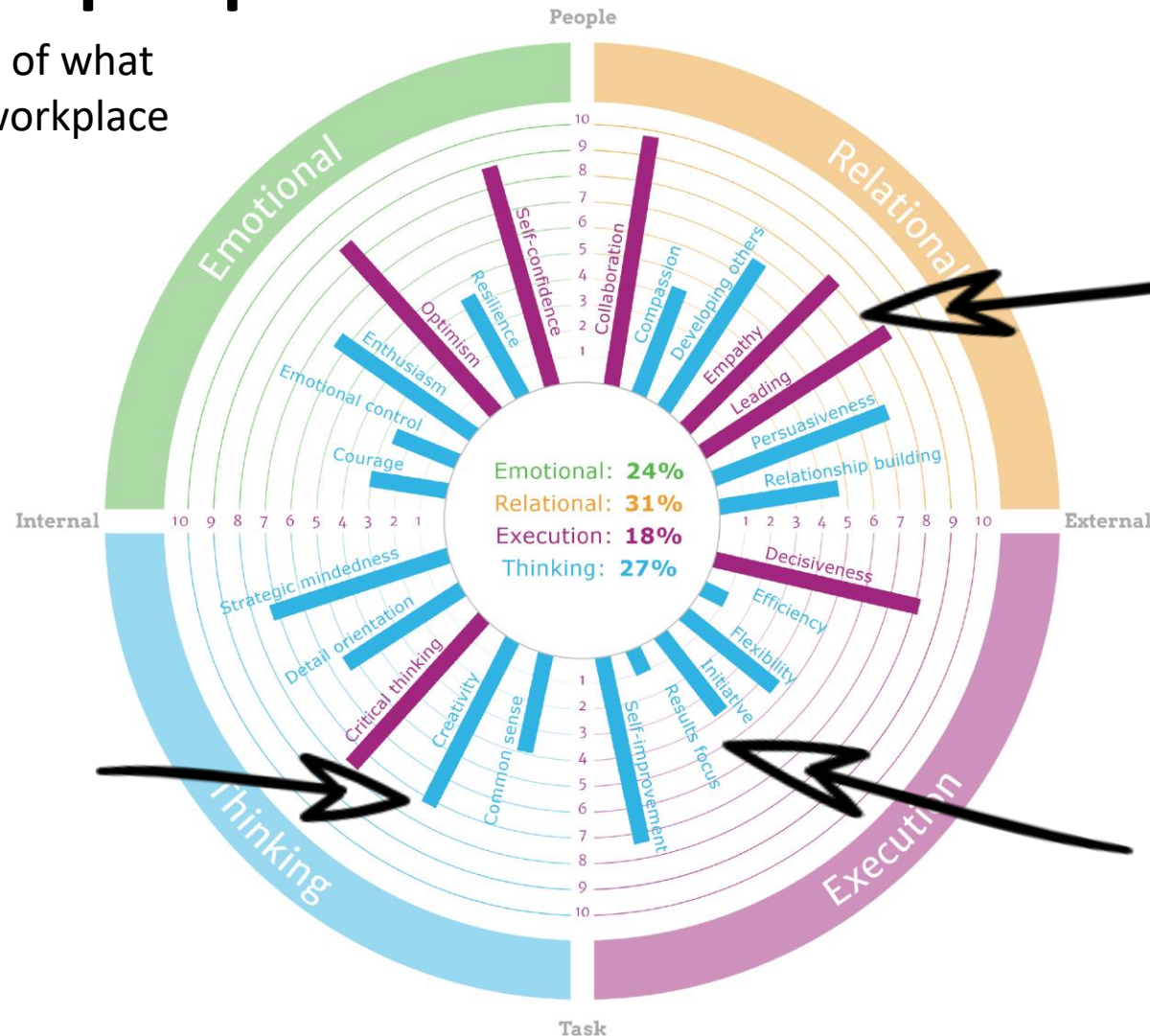
⚡ Emotional	⚡ Relational	⚡ Execution	⚡ Thinking
 Courage: You take on challenges and face risks by standing up for what you believe	 Collaboration: You work cooperatively with others to overcome conflict and build towards a common goal	 Decisiveness: You make quick, confident and clear decisions, even when faced with limited information	 Common sense: You make pragmatic judgements based on practical thinking and previous experience
 Emotional control: You are aware of your emotional 'triggers' and how to control these to remain calm and productive	 Compassion: You demonstrate a deep and genuine concern for the well-being of others	 Efficiency: You take a well-ordered and methodical approach to tasks to achieve planned outcomes	 Creativity: You come up with new ideas and original solutions to move things forward
 Enthusiasm: You demonstrate passion and energy when communicating goals, beliefs, interests or ideas you feel strongly about	 Developing others: You promote other people's learning and development to help them achieve their goals and fulfil their potential	 Flexibility: You remain adaptable and flexible in the face of unfamiliar or changing situations	 Critical thinking: You approach problems and arguments by breaking them down systematically and evaluating them objectively
 Optimism: You remain positive and upbeat about the future and your ability to influence it to your advantage	 Leading: You take responsibility for influencing and motivating others to contribute to the goals and success of their team and organization	 Initiative: You take independent action to make things happen and achieve goals	 Detail orientation: You pay attention to detail in order to produce high quality output, no matter what the pressures
 Resilience: You deal effectively with setbacks and enjoy overcoming difficult challenges	 Persuasiveness: You are able to win agreement and support for a position or desired outcome	 Results focus: You maintain a strong sense of focus on results, driving tasks and projects to completion	 Strategic mindedness: You focus on the future and take a strategic perspective on issues and challenges
 Self-confidence: You have a strong belief in yourself and your abilities to accomplish tasks and goals	 Relationship building: You take steps to build networks of contacts and act as a 'hub' between people that you know	 Self-improvement: You draw on a wide range of people and resources in the pursuit of self-development and learning	



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Your Strengthscope® profile

A comprehensive measure of what **ENERGISES** people in the workplace

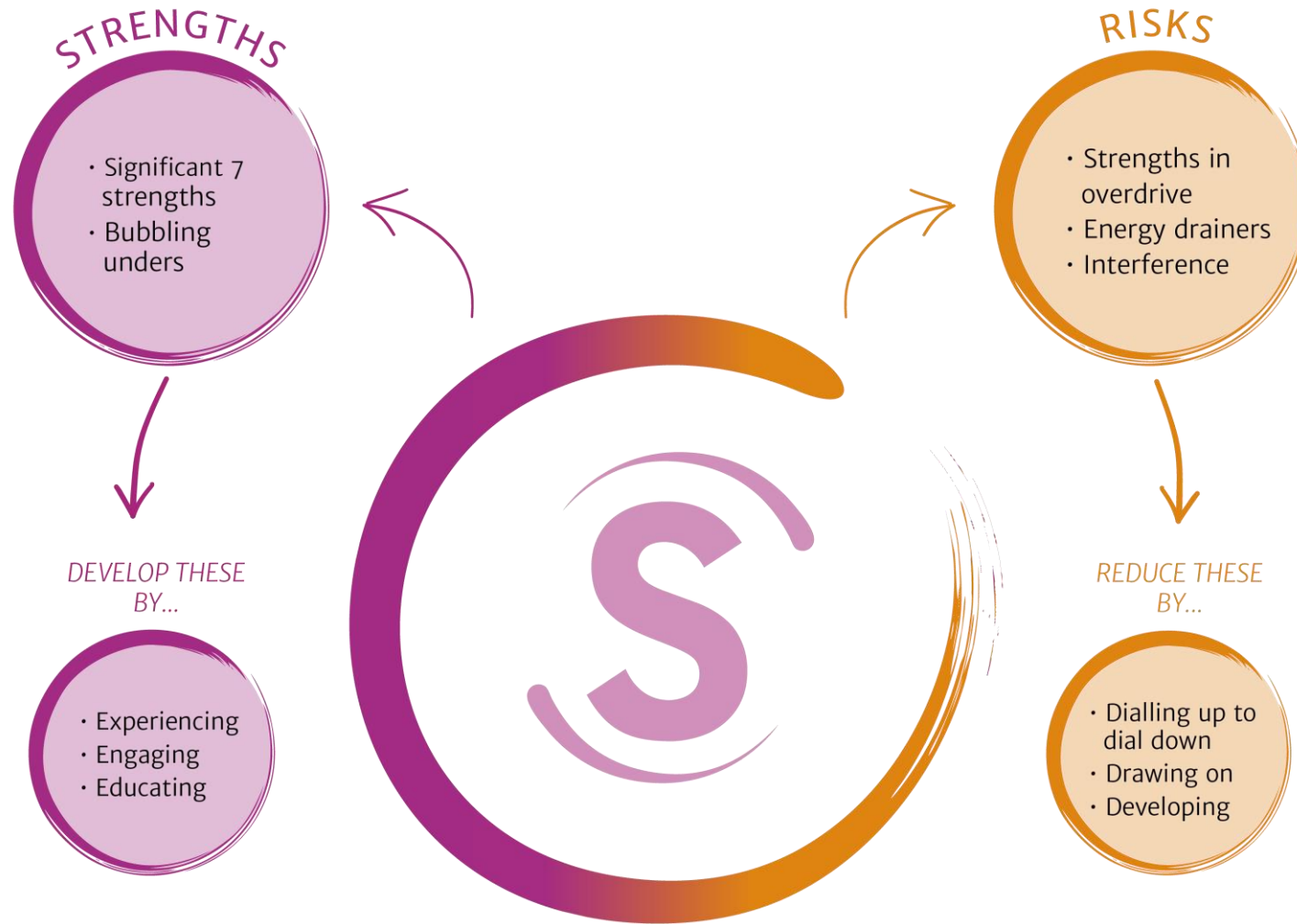


SIGNIFICANT 7 STRENGTHS:
Based on your responses to the questionnaire these are the most energising qualities for you. By focusing on developing these strengths you will be able to achieve your best results and career success.

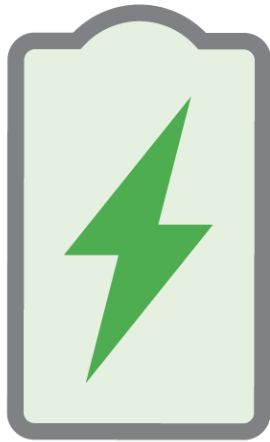
BUBBLING UNDER:
It is important not to disregard those strengths with scores close to those of your “Significant 7” (strengths we refer to as “bubbling under”), as these could also be important energisers for you e.g. Creativity

ENERGY DRAINERS:
The low ranked strengths are ‘non strengths’ – they give little in the way of energy and may leave you feeling drained if too much of these strengths are required

Achieving peak performance – it's about balance



Optimise your strengths

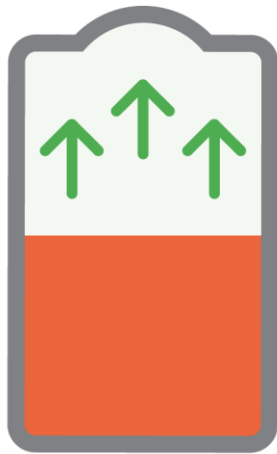


Experience
new learning on
and off the job

Engage
others to support
and coach you

Educate
yourself to develop
your knowledge
and skills

Reduce performance risks (inc. overdrive and weaknesses)



**Dial up to
dial down**
the volume of
your strengths

Draw on
people whose
strengths are
different from
yours

Develop
and practice new
skills and habits



Breakout room 2

- What were your initial reflections on seeing your Significant 7 strengths?
- Were you surprised by any?
- Discuss your 3 most energising strengths.







What do you think?

- Please share your thoughts about Strengthscope and the idea of focusing on our strengths.
- How might you use the report in all aspects of your life?



Brewerton and Brook, 2014



Breakout room 3

What one thing will you commit to doing between now and your next workshop?





Know Your Strengths

A 10 minute guide to the key elements within a Strengthscope® report



Starting with strengths

Starting with strengths

This short course introduces you to a few of our 'must-have' resources. These are things that will help you to cement your strengths knowledge and start to apply it on the most important subject - you!



Goal Wizard

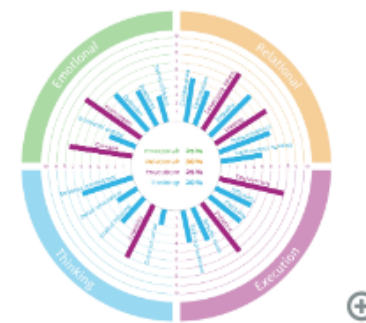
Your strength-based action plan against every goal you are working on



Strengths coaching tips

Take your strengths understanding to the next level

My Strengths profile



Download My Report

View My StrengthsJournal

My 'Significant 7'



Courage



Creativity

Strengthscope®

What next?

- Explore your report
 - What does it mean to you?
 - How can you get the most out of it?
- Discuss with your mentor, leader, peers, or friends & family
- Find out more at www.strengthscope.com



Any questions?



