

# Find, Give and Live YOUR STRENGTHS

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# Why Strengths?

- Most people can identify the strengths in others around them rather than in themselves.
- We tend to look at our flaws and our weaknesses, and we want to try to fix them.
- As a result, those things which we **naturally do well** receive less focus. They lay dormant and underused.



# Context of StrengthsFinder

- Each of us has been created by God in his image and likeness
- God has uniquely gifted each and every one of us with gifts and talents
- As good stewards, we are called to use these gifts and talents to help build the kingdom of God here on earth

# Clifton StrengthFinder

- How Strengths Finder came to be....
- *What would happen if we studied what was right with people?*
- It is based on
  - Positive Psychology – Donald Clifton
  - Neuroscience
  - Psychometric Assessment



# *Signature Challenge*

- Grab a sheet of paper and a pen
- Sign your name 5 times
- Now sign your name 5 times with your other hand

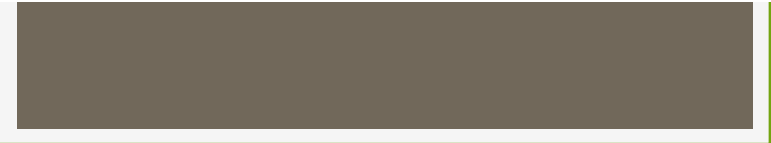


- How did that feel?



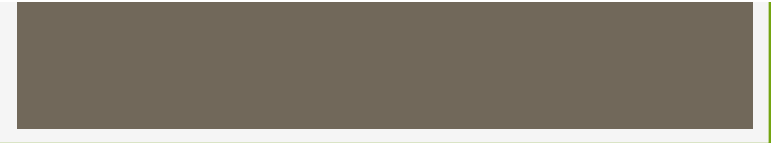
## Why not focus on developing strengths instead of fixing weaknesses?

Years ago in Omaha, the Board of Education administered a reading comprehension test to their incoming freshmen. One group of freshmen showed that they read at a rate of 90 words per minute with good comprehension. The other group had a reading comprehension rate of 350 words per minute.



They brought the information to the University of Nebraska – Lincoln where they decided to run an experiment. A subset of each group of readers was provided with additional reading skills using the *Evelyn Wood Speed Reading* course.



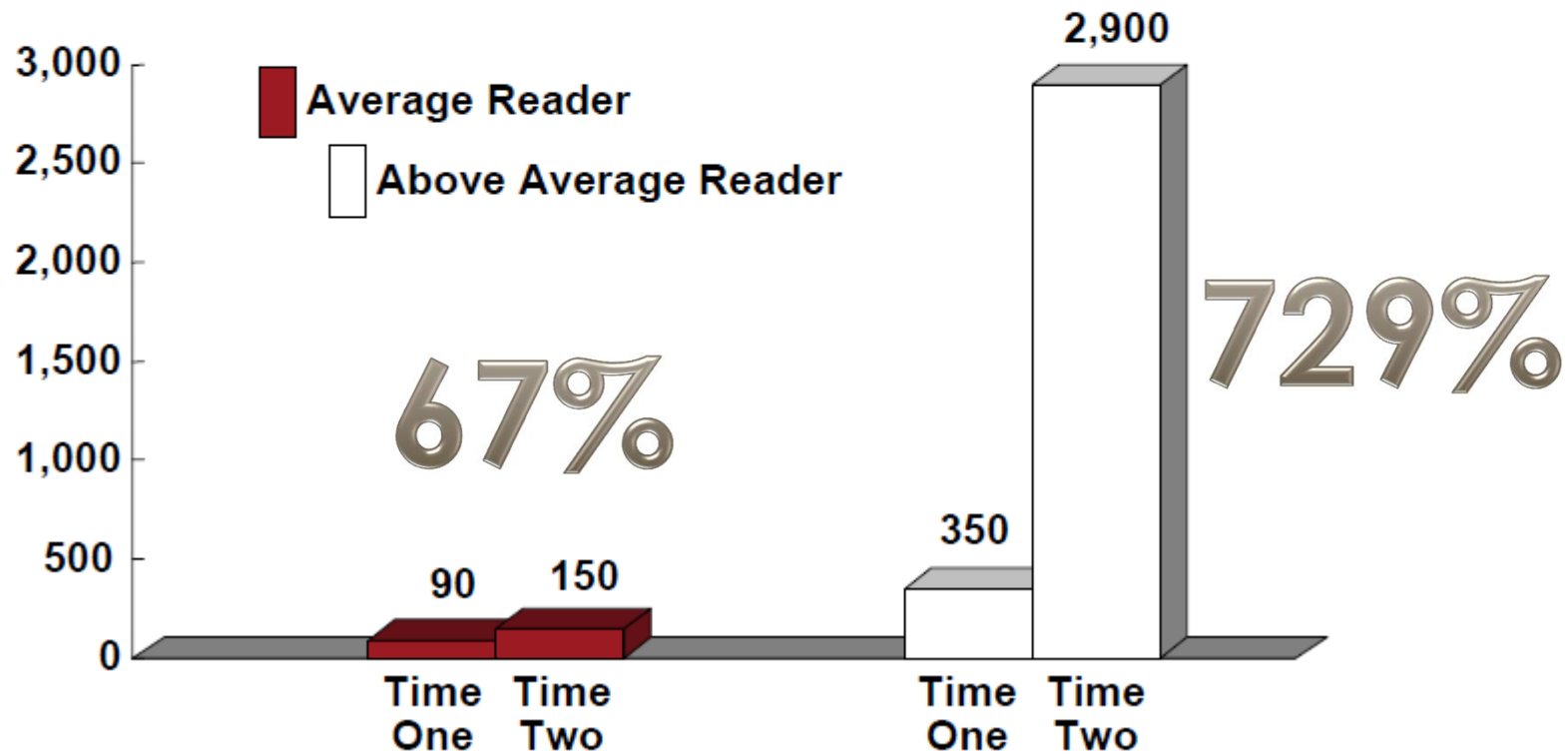


After 6 weeks, what do you think happened to the students who scored 90 words per minute? Did they improve, get worse or stay the same?

What do you think happened to the students who originally scored 350?

# Strengths Assumption

*Weakness fixing prevents failure. Strengths building leads to success.*



## Large Group Brainstorm



Define the following words:

Talent:

Skill:

Knowledge:

Practice:

Strength:

## Talent

- *A naturally recurring pattern of thought, feeling, or behavior that can be productively applied.*

## Knowledge

*“ What you know or are aware of through experience or learning*

**Strength** *“ The ability to provide consistent, near-perfect performance in a given activity.*

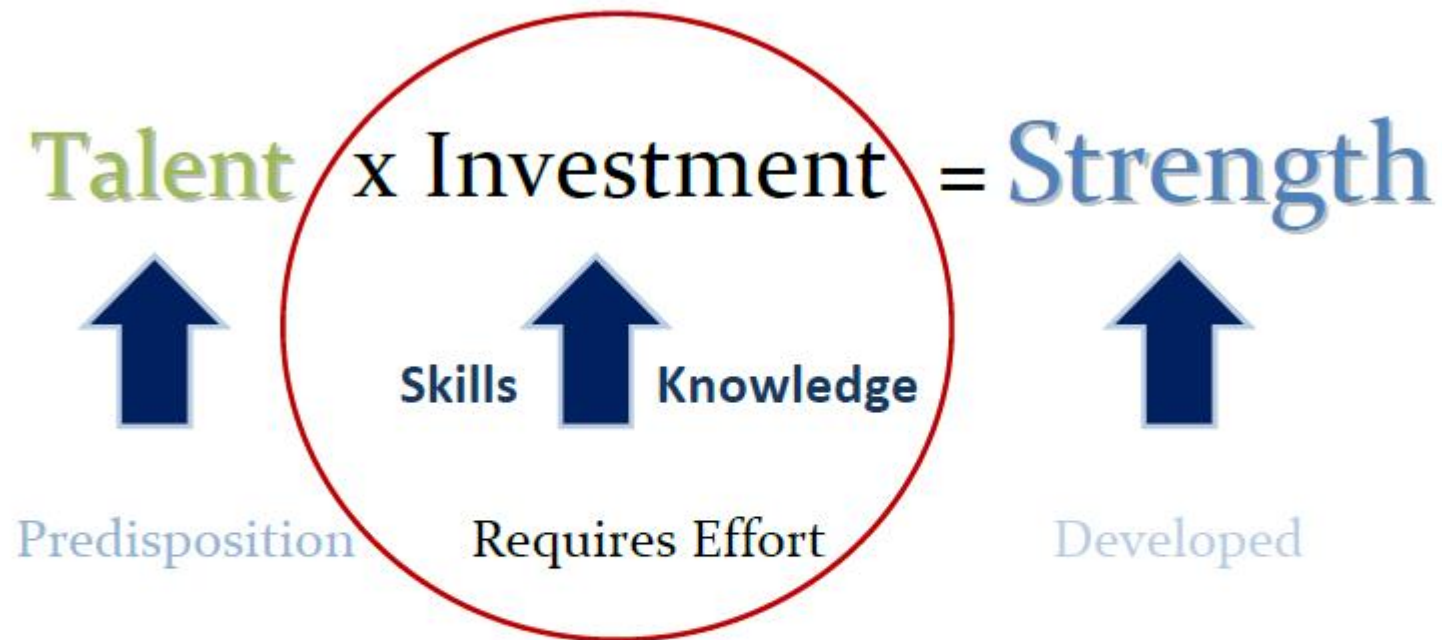
## Skill

- *The capacity to perform the fundamental steps of an activity.*

## Practice

*“ Repeated performance to acquire a skill or proficiency*

# How does a talent become a strength?



Investment is a **MULTIPLIER** of talent!

*Form: Laurie A. Schreiner, Michelle Louis and Shane Lopez*



# Principles of Strengths

*The StrengthsFinder tool assesses and reveals our God-given talents.*

*This process focuses on developing our strengths, NOT weaknesses!*

*Becoming aware of your talents builds confidence and provides a basis for achievement.*

*Become the best version of who God is calling you to be!*

S  
I PRAISE YOU  
FOR I AM  
Fearfully  
& Wonderfully  
MADE  
Psalm 139:14



You are one in a  
million!

Actually you are  
*one in 33 million!*

**Parish Staff Strengths**

**Larry  
Cadorniga**



**Connectedness**  
**Analytical**  
**Arranger**  
**Deliberative**  
**Individualization**

"I am the Vine and you are the Branches..." John 15:6  
*Stewardship*  
ST. JOSEPH

*I like to play golf and every golfer needs a CAADI:*

*My TOP 5 Signature Themes are*

**Connectedness**  
**Analytical**  
**Arranger**  
**Deliberative**  
**Individualization**



# The 34 Talent Themes

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



# Clifton StrengthsFinder®

- 177 pairs of statements
- On a scale or spectrum, you'll give your response to where you are on the spectrum
- Give honest answers based on who you really are, not who you wish you were
- You have 20 seconds to respond per statement pair

# StrengthsFinder Assessment

At a social gathering in a room full of strangers...

I am a wallflower

I am a social butterfly



**Strongly Agree**

**Neutral**

**Strongly Agree**



## Why should you learn your strengths?

- Opens up a greater understanding of who you are and who you are called to be
- Provides a common language for sharing with your family and friends
- Allows you to understand your relationships
- Creates a framework for patience, acceptance and love for those around you



# Stories



# Are you interested?

- Imagine what the world would be like if everyone did what they did best
- Imagine what the world would be like if people could do the things that make them happiest and things that they are passionate about
- Imagine if we could learn what these best things are and apply effort to make them even better



# Five Clues to Talent

- Yearning – To what kinds of activities are you naturally drawn?
- Rapid Learning – What kinds of activities do you pick up quickly?
- Flow – In what activities did the “steps” just seem to come to you automatically?
- Glimpses of Excellence – During what activities have you had moments of subconscious excellence, when you thought, “How did I do that?”
- Satisfaction – What activities give you a kick and you ask yourself “When can I do that again?”

# St. Joseph Parish 2018

- 2050 families
- Over 550 parishioners have taken the Clifton StrengthsFinder 1.0
- Another 100 have taken Living Your Strengths 2.0 (for alumni)
- One Strengths Coach and Team Advisor and one Strengths Advocate
- Offer Strengths for Confirmation
- Strengths Name Badges
- Mural Wall



# Mural Wall – John 15:5

*"I am the vine and you are the branches. Whoever remains in me, with me in him, bears much fruit..."*

