STRENGTHS QUEST: DISCOVER AND DEVELOP YOUR STRENGTHS IN ACADEMICS, CAREER AND BEYOND

LAURA CYPHERS BENSON
AVP OF HR AT SHASTA COLLEGE AND ACHRO PRESIDENT
SCAVENGER HUNT

• Scavenger Hunt: Find 10 people who have one Signature Theme that is not in your own top five. Find out from them what the benefit is to having that theme.
WHAT ARE STRENGTHS?

- A talent is a naturally recurring pattern of thought, feeling or behavior that can be productively applied.
- Talents not only help you to achieve, but they help you achieve at a level of excellence.
- Themes are a group of similar talents.
- A strength is the ability to provide consistent, near perfect performance in a given activity.
“Talents are like diamonds in the rough, whereas strengths are like diamonds that show brilliance after they have been carefully cut and polished.”

Group Activity #1: Partner with your neighbor to and discuss from your list, what is your top strength? Were you surprised? What is the top strength of someone you work with that you admire?
• Angel holds an emergency credential to teach the year she graduated with her Bachelor’s degree.
• She had not started her fifth year in college including teaching methods, curriculum or classroom management.
• Her focus is on who the children are and what they have to offer.
• Graduation: “I was born to dream big dreams. I would like to be ______ when I grow up. Yes, I can do it. Give me your unconditional love and tell me everyday that I was born to do beautiful things. With much love.”
GROUP DISCUSSION #2

- What do you believe Angel’s Strengths are if she were to take this assessment?
ANGEL’S STRENGTHS

1. Maximizer
2. Connectedness
3. Developer

Would Angel be as successful if she had different strengths?
WHAT DO THE BEST BELIEVE

1. They fully recognize their talents and build on them to develop strengths.

2. Top Achievers apply their greatest talents in roles that best suit them.

3. Top Achievers invent ways to apply their greatest talents to their achievement tasks.

How did Angel apply these beliefs in her classroom?
SOME DIFFICULTIES

1. Many people are blind to their own greatest talents, and often to the greatest talents of others.

2. Our talents sometimes threaten others. Rather than admit their insecurity, some people criticize us for having talents they wish they had.

3. In some cases, we end up in positions or roles that simply do not fit our dominant talents.

4. The fear of becoming proud and arrogant may interfere with seeing and affirming our signature themes.

5. Some people have difficulty affirming their signature themes because they don’t see how the talents in them will help them to achieve their goals.

6. Some people want other talents that someone else may have.
GROUP ACTIVITY #3

- At My Best..................
AFFIRMING MY TALENTS

• What has challenged you from affirming your talents?
Group Activity #4

What has each of your signature themes allowed you to do in a positive way? Example?
IF ONLY WE DIDN’T HAVE TO WORK WITH OTHERS........

- Describe some situations in Higher Education where you interact with other individuals or groups of individuals with different signature themes?
- Who are they?
- What do you guess their themes are?
WHEN YOU ARE IN CHARGE?

• What situations will you be in where you need to assess someone else’s strengths?
• Example: Human Resources, Deans or Directors, Applicants, Board of Trustees? Unions?

• Consider the most difficult person that you have to deal with in life right now? Either in Work or in your personal life?

• How do we evaluate employees? Do we look at their signature themes?

• How do we assess and communicate with others who differ with us?
RELATIONSHIPS WITH VIEWING STRENGTHS

• The lens of our own reality.
  Two thirds of what we see is behind our eyes
• Seeing differently:
  Ourselves, the future and others
• Cleaning your glasses
  Connect with others
  Communicate with respect
  Listening
  What you say and how you say it
• Positive communication
• Validation
RELATIONSHIPS WITH VIEWING STRENGTHS - CONT.

• Collaborate
  • Cooperative learning
  • Group projects
  • Other ways to collaborate, synergy
  • Collaborate with your partner (personal relationships are important)

• Control (Group Activity – Barrier Labels)
  • Control the Shadow Side: (the extreme)
  • Control the conflict – Be Proactive
  • Win-Win Strategies
RELATIONSHIPS WITH VIEWING STRENGTHS - CONT.

- **Commit to Cultivate** – Nurture Your Relationships
- **The Real You** – Be Authentic
USING YOUR STRENGTHS AS FOUNDATIONS OF SUCCESS

- Know your talents/strengths
- Value your talents and assume responsibility for using them in developing your strengths
- Talents are most powerful when inspired by a personal mission
- Healthy, caring relationships facilitate the development of strengths
- Reliving your successes helps you to develop your strengths
- Practice your talents
- Teaching leads to learning
LAST GROUP ACTIVITY

• How will your signature themes help to make you the most successful Chief Human Resources Officer? Write a paragraph to share with us?
APPLAUSE - YOU ARE READY FOR SUCCESS

• QUESTIONS?
CONTACT INFORMATION

- Laura Cyphers Benson
- AVP of Human Resources
- Shasta Tehama Trinity Community College District
- lbenson@shastacollege.edu
- 530-242-7649

- Strengths Quest: Discover and Develop your Strengths in Academics, Career and Beyond. By: Donald O. Clifton and Edward Chip Anderson
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