

**St. Peter/The  
Core  
2018**

---

**StrengthsFinder**

## Strengthsfinder Applications

- Individual
- Diversity
- Roles
- Projects
- Coaching, Development
- Team-building--leveraging existing strengths, seeking new members

# **Why Strengths?**

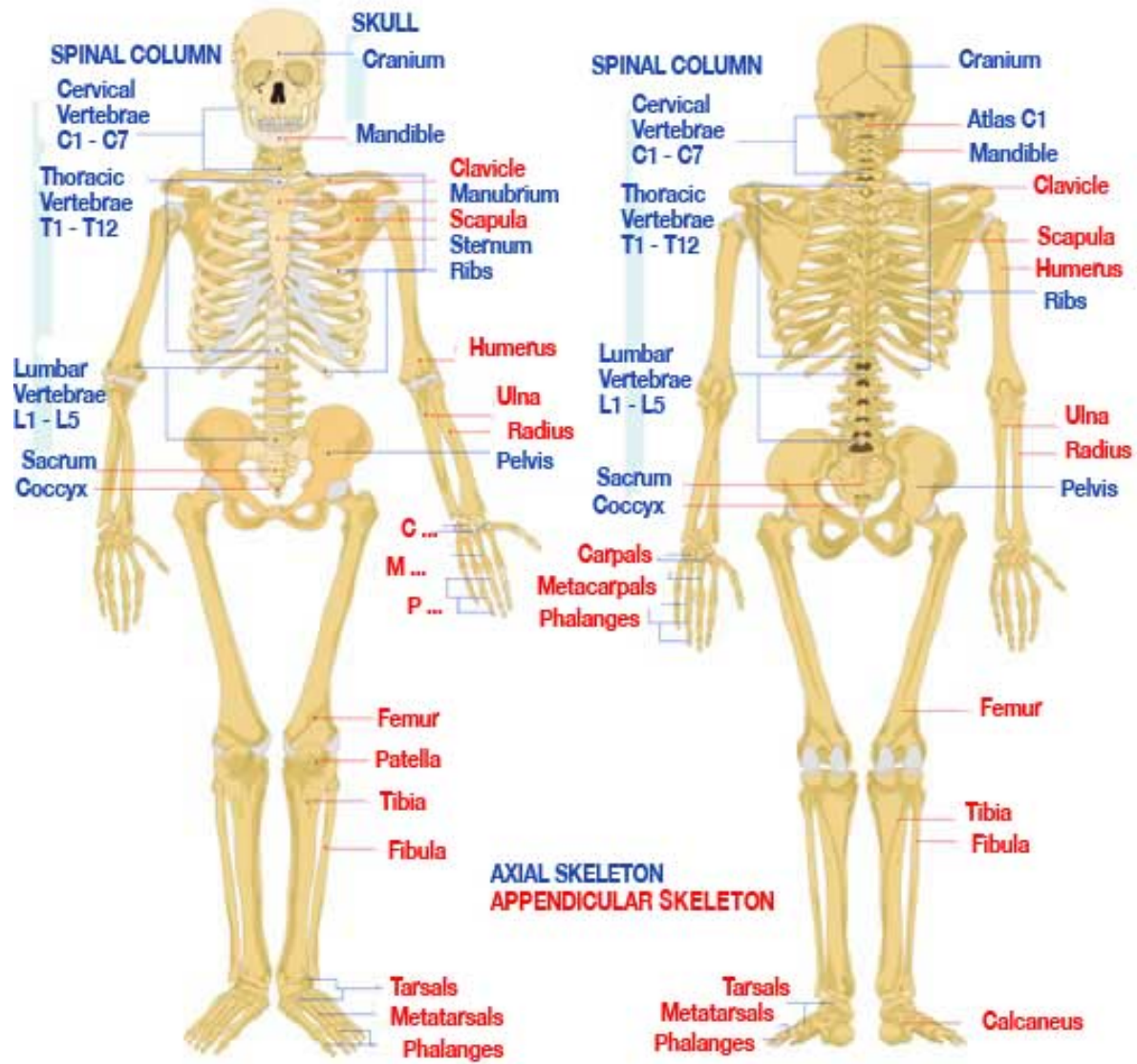
- **Individual Development**
- **Team Effectiveness**
- **Leadership Effectiveness**

# Devotion– One Body

- **1 Corinthians 12** - *Now about the gifts of the Spirit, brothers and sisters, I do not want you to be uninformed. You know that when you were pagans, somehow or other you were influenced and led astray to mute idols. Therefore I want you to know that no one who is speaking by the Spirit of God says, “Jesus be cursed,” and no one can say, “Jesus is Lord,” except by the Holy Spirit. There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues.*

# Devotion— One Body

- *All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines. Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. Even so the body is not made up of one part but of many. Now if the foot should say, “Because I am not a hand, I do not belong to the body,” it would not for that reason stop being part of the body. And if the ear should say, “Because I am not an eye, I do not belong to the body,” it would not for that reason stop being part of the body. If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? But in fact God has placed the parts in the body, every one of them, just as he wanted them to be.*



# Individual Development

**Talents:** a special natural ability or aptitude or a recurring pattern of thought, feeling or behavior that can be productively applied.

- Woo – natural talent is to meet people

**Strengths:** consistent near perfect performance in an activity.

- Woo – using the meeting of people to network and connect people - strength

# StrengthsFinder Overview

- **Unique--millions of combinations**
  - **Chances of someone having your same top 5 strengths = 1/300,000**
  - **In the same order = 1/11,400,000**
  - **God made us uniquely**
- **Positive Psychology**
  - **Focus on building your strengths, not your weaknesses**



# StrengthsFinder Overview

- **80% Nature, 20% Nurture**
- **Strengths don't change—become who you already are**
- **Top 5 vs. 34**
  - **Top 5 = 80% of what you do naturally**
  - **But—another 20%, so probably a #6, 7, or 8 is in play**

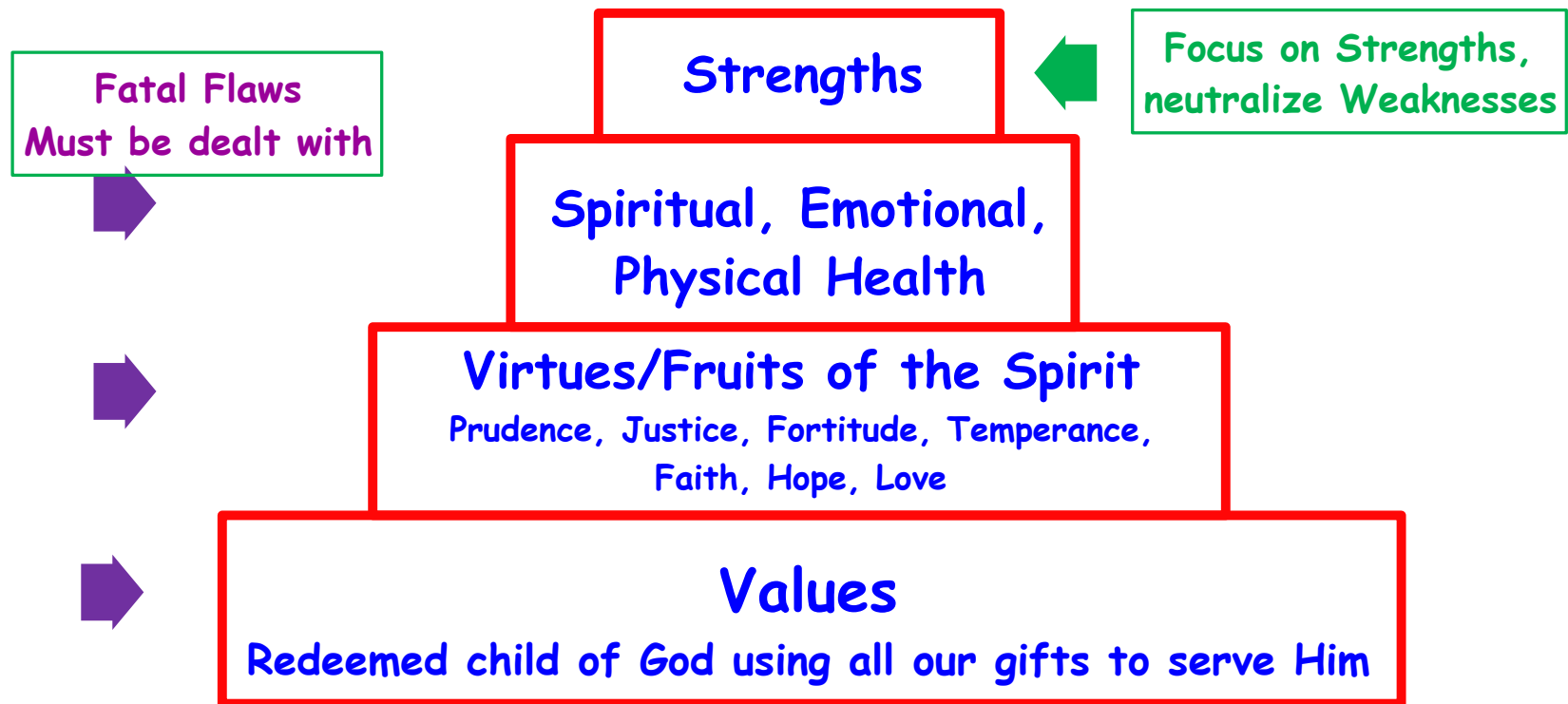
Strengths are only part of all the factors of performance



Strengths are only part of all the factors of performance



## Strengths are only part of all the factors of performance



# Journey to Strength

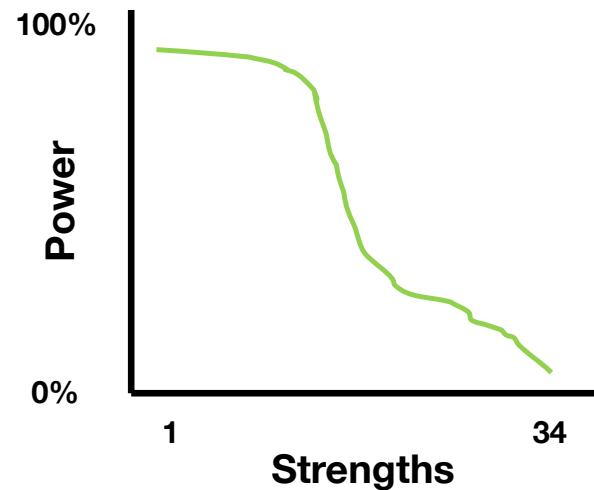
- Talents--need to become strengths, journey to strength
- Strengths = talent + skill + knowledge X experience
- Focus on building and leveraging strengths

## **Strengths For Others (Servant Leadership)**

- **SFO – Strengths For Others**
- **It is only a strength when it is “other” focused**
- **Jesus came to serve and not to be served**

# Power and Strength

Less power (effort) is required to produce more power with your top strengths....and vice versa...it takes 10%-20% effort to get 80%-90% results when working from strengths...just the opposite when not working from strengths...



# "How" NOT "What" . . .

- Vitally important - strengths do not determine what we do, but how we will do it
- No top 5 strengths are better or worse or make a better leader, teacher, student, friend, son, daughter, etc... they just tell us how we will do



Let's  
Talk  
About  
You

# Strengths Organization

## Strengths Organization

### Traction

- Focus
- Activator
- Command

### Driving

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

### Seeing "Mind's Eye"

- Futuristic
- Strategic\*
- Connectedness
- Context
- Ideation\*
- Analytical\*
- Deliberative\*

### Interpersonal

- Includer
- Empathy
- Relator
- Woo
- Individualization
- Developer
- Maximizer\*

### Lifestyle

- Positivity
- Responsibility
- Belief
- Harmony
- Adaptability
- Discipline
- Consistency

### Wild Cards

- Learner
- Communication

### Problem Identification

- Strategic\*
- Ideation\*
- Intellection

### Problem Solving

- Restorative
- Deliberative\*
- Analytical\*
- Arranger
- Input

\* multiple entries

## Strengths Organization Descriptors

- **Traction** = strengths that get things started, like to constantly be on the go and push forward, terrific at gaining forward movement (traction), and then like to hand off to those with “Driving” strengths to finish
- **Driving** = these strengths are great at finishing things, like to accomplish tasks, “drive” things forward, and bring home the prize, hard charging strengths that take great joy in finishing efforts started by “Traction” strengths
- **Seeing “Mind’s Eye”** = people with the innate strength of sight, ability to see either forward or backwards in order to always inform the present and lead to the future

## Strengths Organization Descriptors

- **Interpersonal** = these strengths deal with the human touch, able to work with people and understand people, strengths in this area will always be looking for the human touch
- **Lifestyle** = these strengths are more flavoring in nature, they influence, “flavor” the other strengths and the use thereof, example – positivity will influence all other strengths to always be looking at the “glass as half full” – these strengths combine with others to inform decisions and actions taken
- **Wild Cards** = these strengths have no downside; however, for them to be used fully they must be partnered with other strengths, to learn for the sake of learning or communicate for the sake of communicating is not a use of strengths for others (SFO), when partnered with other strengths or learning new strengths for the team then full capacity is realized

## Strengths Organization Descriptors

- **Problem Identification** = the strength to see the “true” problem, sight that can see problems coming or problems being experienced, ability to cut right through the issues to the heart of the problem at hand and not the ancillary issues that might cloud true identification
- **Problem Solving** = the strength to solve problems and issues that exist, able to see the steps needed and intricate details that would go into a solution or plan to address any problem that might exist

## **How Strengths Organization Categories Work Together**

- People with **Problem Identification** strengths will determine the core problem/issue.
- They will then partner-up on the issue with people with **Problem Solving** strengths who put the 3-step solution on paper or out in front of the team.
- They (**Problem Solvers**) will then partner-up on the solution with and those having **Traction** strengths who will get the solution started.
- They will then partner-up with people with **Driving** strengths who will make sure the solution gets finished.
- The **Seeing** strength individuals will provide sight to make sure the solution is in line with mission, core values, long-term vision, the right priority, etc.
- Those with **Interpersonal** strengths will make sure the solution is being worked with the people and bringing other people along; they will not allow people to be left behind or move too far ahead – they will engage the people on the team.
- People with **Lifestyle** strengths will ensure all is done positively, with harmony, is aligned with core values (Belief), etc. . . .
- People with **Wild Card** strengths enhance every strength, every area, and the entire process.

**Strengths Organization Working Together --**  
**Conclusion**

**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 full unity of students/class/team/school/church serving together to accomplish the mission of your God-ordained ministry.**

# Strengths Organization

## Traction

Focus  
Activator  
Command

## Driving

Achiever  
Maximizer\*  
Significance  
Competition  
Self-Assurance

## Seeing (Mind's Eye)

Futuristic  
Strategic  
Connectedness  
Context  
Ideation  
Analytical  
Deliberative

## Interpersonal

Empathy  
Includer  
Relator  
Woo  
Developer  
Individualization  
Maximizer\*

## Lifestyle (Orientation to Life)

Adaptability  
Positivity  
Responsibility  
Belief  
Harmony  
Consistency  
Discipline

\*Multiple Entries

## Wild Cards (Seasoning)

Learner  
Communication

## Problem Identification

Strategic\*  
Ideation\*  
Intellection

## Problem Solving

Restorative  
Analytical\*  
Deliberative\*  
Input  
Arranger



**Which Strengths May  
Rub Each Other  
The Wrong Way?**

**Relator  
and  
Woo**

**Activator  
and  
Deliberative**

**Consistency  
and  
Individualization**

**Command**

**vs.**

**Harmony**

**or**

**Empathy**

**or**

**Includer**

**Discipline  
and  
Adaptability**

# Conclusion

- Round the Table Closing Comments...
- 1 Corinthians 12
- Closing prayer...