THE VALUE OF STRENGTHS-BASED LEADERSHIP

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Which would you choose for your team?

- Apple
- Zucchinis
- Ritz Crackers
- Tractor Parts
If you wanted to bake an apple pie?

- Apple
- Zucchini
- Ritz Crackers
- Tractor Parts
What if you need to build a tractor?

- Apple
- Zucchini
- Ritz Crackers
- Tractor Parts
QUESTION: What would happen if we studied what was right with people?

Dr. Donald O. Clifton
Educational Psychologist
Donald O. Clifton, Ph.D. (1924-2003)
The Father of Strengths-Based Psychology and Creator of the Clifton StrengthsFinder®

The Clifton StrengthsFinder is the culmination of more than 50 years of Dr. Donald O. Clifton’s lifelong work: leading millions of people around the world to discover their strengths. In 2002, Dr. Clifton was honored by an American Psychological Association Presidential Commendation as the Father of Strengths-Based Psychology.
34 Themes of Talent
Assessment Identifies Top 5 Themes of Talent
What is a “Strength”?

Ability to **consistently** deliver near **perfect** performance.
A “STRENGTH” IS CREATED BY

Combination of:
- Talent
- Knowledge
- Skill
STRENGTH

- **Talent** - natural ability or tendency
- **Knowledge** - learned
- **Skill** - learned
WHAT’S THE VALUE?

Natural Talent
+ Knowledge
+ Skill

= Results

Person 1 (Apple)
+ Knowledge
+ Skill

= Results
| Person 1 | 50 |

Natural Talent \( \times \) + Knowledge + Skill = Results

Natural Talent (5) \( \times \) + Knowledge (5) + Skill (5) = 5 \( \times \) (5 + 5)
WHAT’S THE VALUE?

Natural Talent \(\times\) + Knowledge + Skill

\[\text{Natural Talent (5) } \times\]
\[\text{Knowledge (10)} + \text{Skill (10)}\]

\[= 5 \times (10 + 10)\]

Person 1

100
WHAT'S THE VALUE?

Natural Talent \( x \) + Knowledge + Skill = Results

Natural Talent (10) \( x \) + Knowledge (5) + Skill (5) = 10 \( x \ (5 + 5) \)

Person 2 100
WHAT’S THE VALUE?

Natural Talent $\times$
+ Knowledge
+ Skill

= Results

Natural Talent (10) $\times$
+ Knowledge (10)
+ Skill (10)

= 10 $\times$ (10 + 10)

Person 2

200
4 Domains of Leadership

- Executing
- Influencing
- Relationship Building
- Strategic Thinking
LEAD WITH YOUR STRENGTHS

USE GALLUP’S STRENGTHS SOLUTIONS TO BE MORE ENGAGED, MORE PRODUCTIVE, AND HAPPIER.

12,738,726 people around the world have taken StrengthsFinder.