Onward and Upward

Strengths

Self – Mastery

Constructive Development

Curiosity

Positivity

Relationship

Self – Determination
Pre-work

► Review *The Strengths Book* by Alex Linley, Janet Willars, and Robert Biswas-Diener (particularly pages 1-83)

  - *(Optional)* Complete the Realise2 (http://www.strengths2020.com/resources.htm)

► Complete the VIA assessment (http://www.strengths2020.com/resources.htm)

► Watch *Love Like Crazy* (http://www.youtube.com/watch?v=c0f5g18EbG4) and *Johnny the Bagger* (http://www.stservicemovie.com/)
Agenda

► *Discussion*: What gets in the way of our focusing on our strengths?

► *Discussion*: How would you describe the distinction between egotism and building on strengths?

► *Discussion*: The strengths of love, zest, and hope lead to life satisfaction, happiness, and well-being in all age groups. What is it about these strengths that leads to such a robust relationship?

► *Discussion*: How does knowing our own strengths make us better coaches?
► **Coaching Practice**: Share a story of a time that releasing your own fear, liberated others. Perhaps a client.

► **Coaching Practice**: What are your learned behaviors?

► **Coaching Practice**: How can you use Linley’s concept of minimizing weaknesses to reframe “weakness” in a more positive light for your clients? Or, give an example from your own life or that of a client of how a weakness was minimized and what the result was.
Strengths Assessments

► Values in Action – Character strengths
► Realise2 – Strengths and learned behaviors
► StrengthsFinder – Talents+Skills+Knowledge
Carl Jung

- Criticism has the power to do good when there is something that must be destroyed, dissolved, or reduced, but it is capable of only harm when there is something to be built.

Abraham Maslow

- We are not in a position in which we have nothing to work with. We already have capacities, talents, direction, missions and callings.
Peter Drucker

- The effective executive builds on strengths – their own strengths, the strengths of others, colleagues, subordinates; and, on the strengths of the situation
- The task of leadership is to create an alignment of strengths…making a system’s weaknesses irrelevant.

David Cooperrider

- AI is to build organizations around what works, rather than to fix what doesn’t
The most important thing we learned was that psychology was half-baked. We’ve baked the part about mental illness, about repairing damage. The other side’s unbaked; the side of strength. The side of what we’re good at.

We wrote this book to start a revolution; a strengths revolution.
Linley, Willars, Biswas-Diener

- The secret to success lies in making the best of what we have and aligning it to what we want to achieve
Those who use their strengths are:

- Happier
- Confident
- Have higher self-esteem
- Experience less stress
- Are more resilient
- Are more likely to achieve goals
- Perform better at work
- Are more effective at developing and self-others
Character Strength Qualities

► Moral values
► Contribute to the fulfillment to the good life
► Do not diminish others
► Do not have a desirable antonym
► Stable
► Distinct from other strengths
► Embodied in story, parable, song
► Nurtured and encouraged by society
Strength-Spotting Tips

► Childhood memories
► Energy
► Authenticity
► Ease
► Attention

► Voice
► Words and phrases
► “To Do’s”
► Motivation
► Rapid Learning
StrengthsFinder SIGNs

- S – Success
- I – Instinct
- G – Growth
- N - Need
In what ways have the contents of *The Strengths Book* broadened or changed your perspective, touched you emotionally or influenced your actions or behavior?

What words of appreciation do you want to share with the authors of *The Strengths Book*?

How will you integrate your insights about strengths into your coaching relationships?
Onward and Upward!