

# STRENGTHS- BASED LEADERSHIP

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Transitions Academy**



Student's Name

Teacher

1st term

Subjects

Grade

ENGLISH

A

MATH

A

HISTORY

A

SCIENCE

C

LANGUAGE

F

ART

A

MUSIC



What does it feel like to engage in activities that capitalize on your strengths?

“A leader needs to know his strengths as a carpenter knows his tools, or as a physician knows the instruments at her disposal. **What great leaders have in common is that each truly knows his or her strengths** – and can call on the right strength at the right time. This explains why there is no definitive list of characteristics that describes all leaders.”

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– *Dr. Don Clifton, Father of Strengths Psychology*

# SPEED:

learn the role  
faster and adapt  
to change  
quicker



# PRODUCTIVITY & PRECISION:

produce significantly more and  
with better quality



# WELL-BEING:

earn more,  
complain less and  
have better  
physical health

# LONGEVITY & ATTENDANCE:



stay longer, miss  
fewer days and  
build stronger  
relationships

# ENGAGEMENT:

Increased  
Employee Engagement

9%

vs.

73%

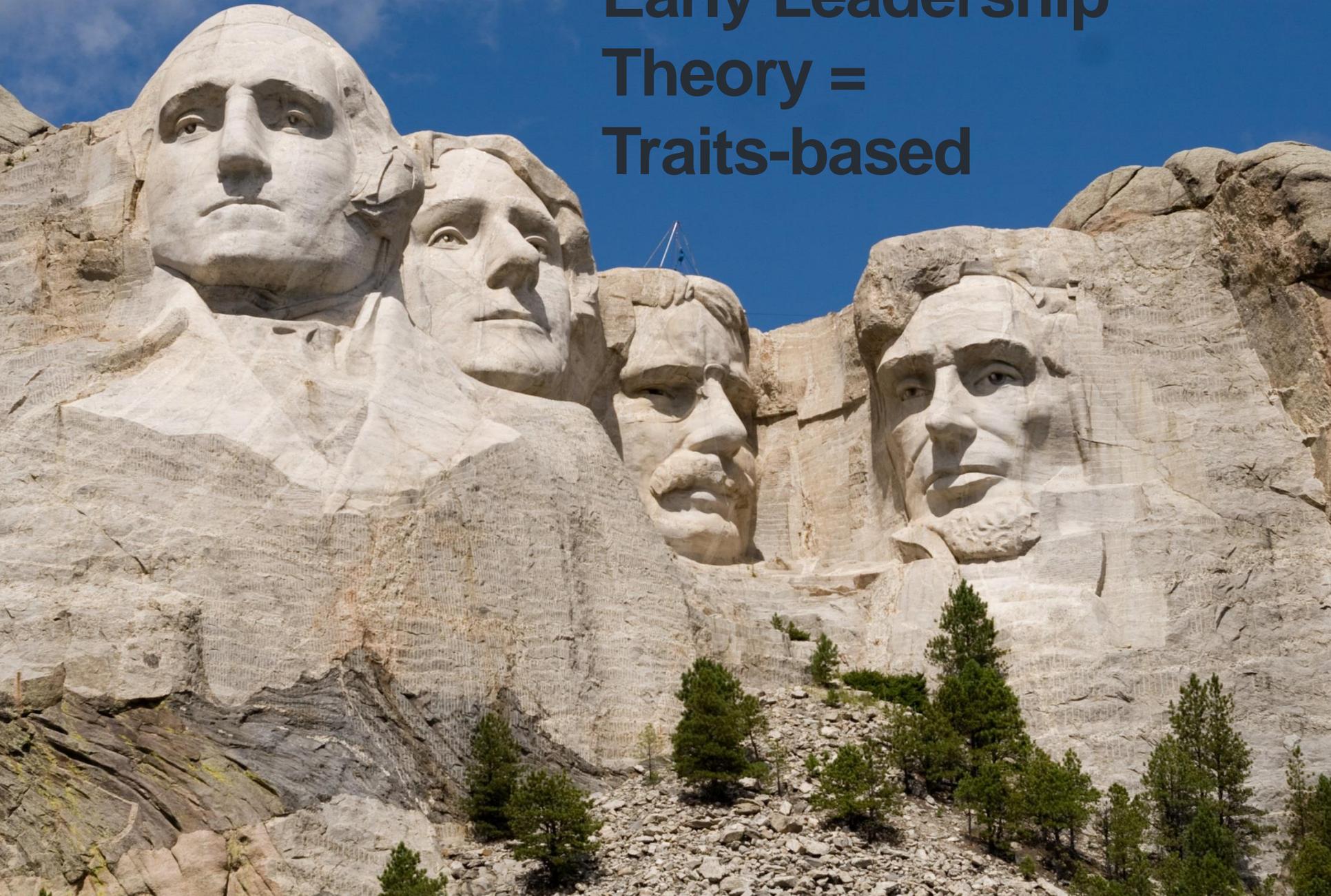
*Gallup (2002)*



# And yet...

Only 3 out of 10 people report that they play to their strengths in their job

# Early Leadership Theory = Traits-based





A graphic illustration for 'Strength-Based Leadership'. It features a large teal circle on the left and a red circle on the right. A yellow horizontal line with two yellow rectangular weights on each end spans across the circles. A dark red hand is shown in the foreground, with the index finger pointing upwards towards the line. The background is a mix of yellow, teal, and red.

Strength-Based Leadership

**TALENT X INVESTMENT = STRENGTH**

“One should waste as little effort as possible on improving areas of low competence. It takes far more energy to improve from incompetence to mediocrity than it takes to improve from first-rate performance to excellence.”

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– *Peter Drucker*

# MISGUIDED MAXIMS

“You can be anything you want to be, if you just try hard enough.”

**FALSE**

“You cannot be anything you want to be – but you can be a lot more of who you already are.”

**TRUE**

- Tom Rath, *Strength Finders 2.0*

# The most effective leaders...

...are always **investing in strengths**

...surround themselves with the right people and then  
maximize their team

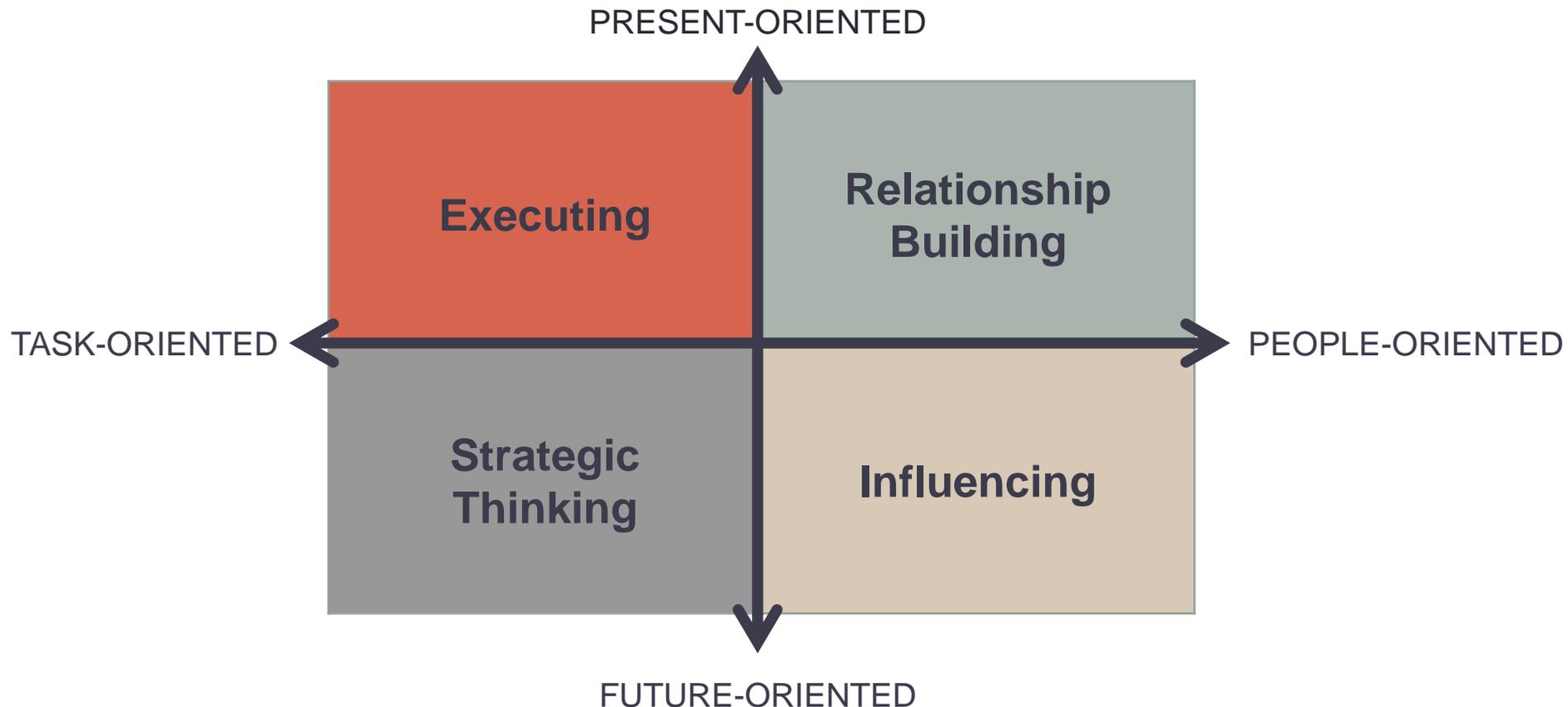
...understand their followers needs

“All too often, leaders are blind to the obvious when it comes to something of critical importance to them – their own personality.”

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– *Rath and Conchie, Strengths-based Leadership*

# DOMAINS OF LEADERSHIP STRENGTH





# EXECUTING

make things happen and  
get things done

# RELATIONSHIP- BUILDING

create teams greater  
than sum of their parts  
and keep them together



A white megaphone with a black handle and a black strap is lying on its side on a light-colored tiled floor. The background is a wall made of large, rectangular stone tiles in shades of pink, red, and beige. The lighting is bright, casting a shadow of the megaphone onto the floor.

# INFLUENCING

take control, speak up  
and make sure the  
group is heard

# STRATEGIC THINKING

The background is a dark grey chalkboard with various white chalk drawings. There are several 'X' marks scattered across the top and middle sections. In the bottom section, there are several circles of varying sizes, some connected by lines, and a large arrow pointing towards the top right. The overall theme is strategic planning and decision-making.

absorb, analyze, stretch  
and help teams make  
better decisions

# Strengths Finder 2.0

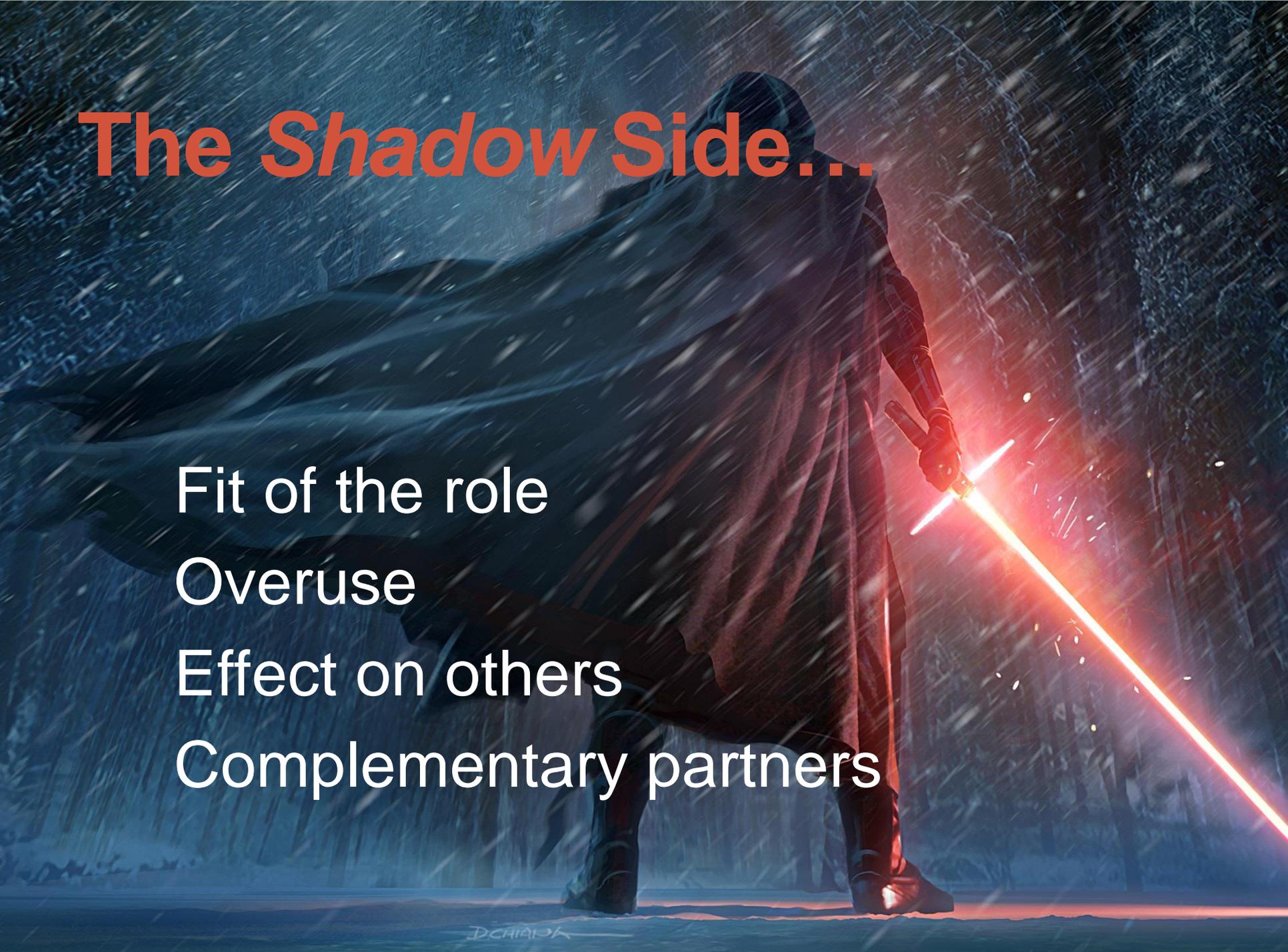
EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer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

top

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5

# The *Shadow Side*...

A hooded figure in a dark, flowing cape stands in a snowy, forested environment. The figure is holding a glowing red lightsaber, which illuminates the scene. The background is filled with snow and trees, creating a cold and atmospheric setting. The figure's face is obscured by the hood, and the overall mood is mysterious and dramatic.

Fit of the role

Overuse

Effect on others

Complementary partners

# The most effective leaders...

...are always investing in strengths

...surround themselves with the **right people** and then  
**maximize their team**

...understand their followers needs

A person wearing a black long-sleeved shirt is holding a large white rectangular sign. The sign features a quote in black text. The background is a plain, light-colored wall.

**Be  
your-  
self;**

**Everyone else  
is already taken.**

Oscar Wilde.



Who is on your Board of Directors?





Great teams are established by learning to take another person's perspective

# Different strengths need different approaches

**Intellection:**  
Give me  
time to think  
about it.

**Significance:**  
Will it make a  
meaningful  
difference?

**Positivity:**  
Does it affect  
morale?

**Competition:**  
How are others  
doing it and how  
do I relate?

**Analytical:**  
I have more  
questions.

**Activator:**  
Enough talk,  
let's get to it!

# The most effective leaders...

...are always investing in strengths

...surround themselves with the right people and then  
maximize their team

...understand their **followers needs**

You are a  
leader only if  
others *follow*



1. What leader has the most positive influence in your daily life?
  2. List 3 words that best describe what this person contributes to your life.
- 

*Gallup Research*

# TRUST

only 1 in 12  
engaged when  
the leaders isn't  
trusted





# COMPASSION

increased retention, productivity  
when the leader cares

# STABILITY

9x more engaged  
when confident in the  
future, transparency



# HOPE

only 1% engagement when they don't feel enthusiastic about the future, direction





What is one idea to infuse more of one of these elements into your leadership?

“Since the greatest room for each person’s growth is in the areas of his greatest strength, you should focus your training time and money on educating him about his strengths and figuring out ways to build on these strengths rather than on remedially trying to plug his ‘skills gaps.’ You will find that this one shift in emphasis will pay huge dividends.”

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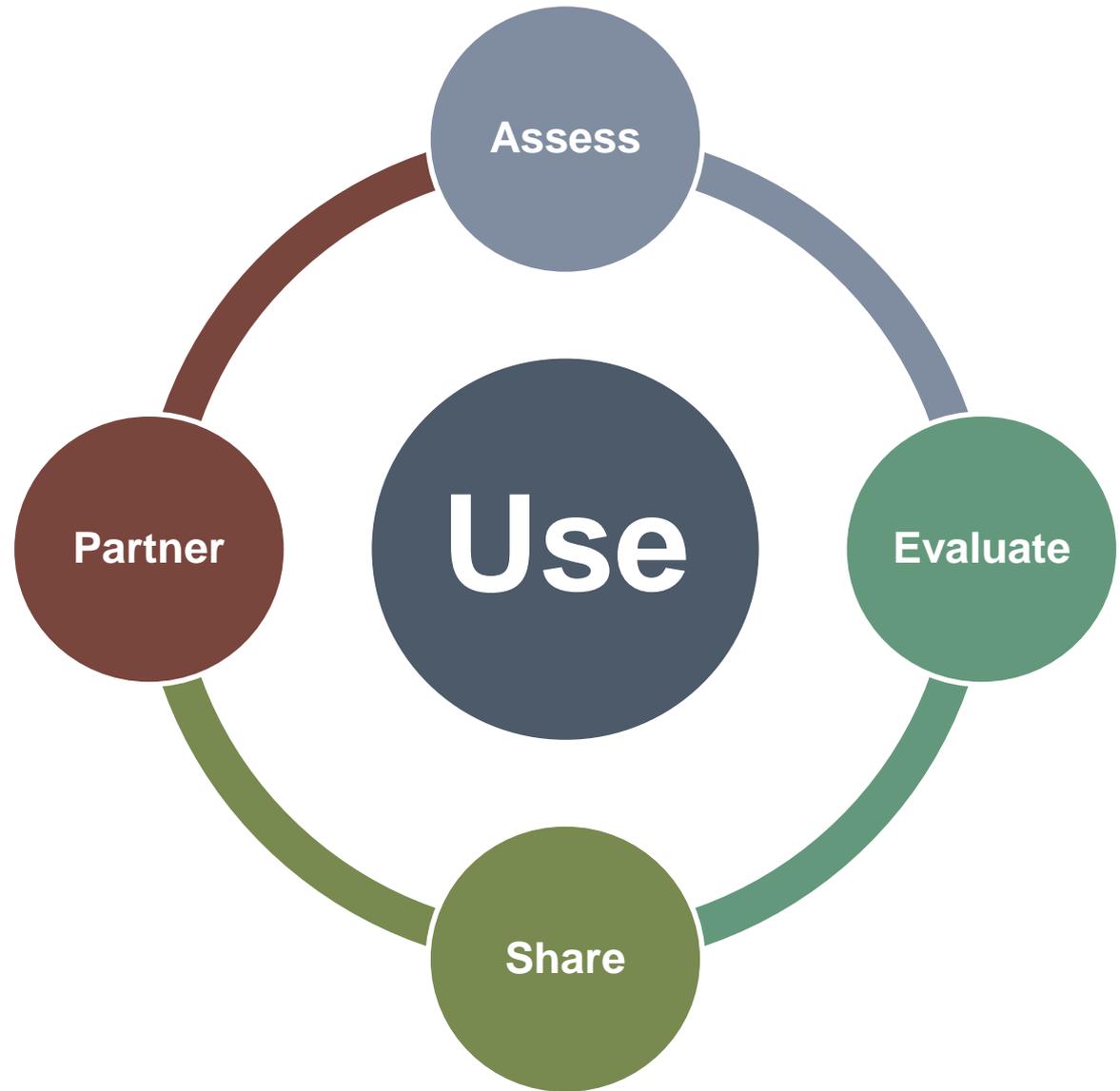
– *Donald O. Clifton, Now, Discover Your Strengths*



# Barrier Labels

labels undercut and  
unfairly judge a strength

# Next Steps



“The distinctive feature of leadership is that it would appear the more we learn about leadership, the more we realize we have to and want to learn.”

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- Jackson & Parry (2008)

# STRENGTHS FINDER 2.0 ASSESSMENT

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## **Email for Code:**

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**Questions about your Top 5 strengths?**

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