

# Why Strengths?



# WEAKNESS FIXING: THE WRONG ASSUMPTIONS

- **All behavior can be learned**  
*“If you can dream it, you can do it”*  
**[if you have the talent]**
- **The best in a role get there the same way**  
*“Genius is 1% inspiration, 99% perspiration”*  
**[with a team of hard-working people around you]**
- **Weakness fixing leads to excellence**  
**[or rather, it avoids failure]**

# STRENGTHS-BUILDING: THE RIGHT ASSUMPTIONS

- Some behaviors can be learned. Many are nearly impossible to learn. There is a difference between **talent**, **skills**, and **knowledge**.
- The best in a role deliver the same outcomes, but **use different behaviors**.
- Weakness fixing prevents failure.  
**Strengths building leads to excellence.**



***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.***

**Peter Drucker**

# TALENTS AND STRENGTHS

## TALENTS

- A naturally recurring pattern of thought, feeling, or behavior



## STRENGTHS

- The ability to provide consistent, near-perfect performance in a given task



**A TALENT IS A POTENTIAL STRENGTH**

**Talent**

*(a natural way of  
thinking, feeling, or behaving)*

**Investment**

*(developing skills,  
building your knowledge base,  
active practice, reflection)*

**X**

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**STRENGTH**

*(near-perfect, positive performance)*

Hello  
my name is

*Talented!*

**34 themes**

**1 in 278,256**

**1 in 33.39 million**

**Top 10**

**Middle 14**

**Bottom 10**

# Bringing It All Together

Our talents are tools that tell us **HOW** we do things most effectively

Our talents reveal our strongest potential **areas for contribution**

Our talents also reveal our **strongest needs**

# Strengths Regulation

## Healthy and Productive Use of Strengths

- When are your strengths unhealthy?
- How can you keep yourself in check?

## The Golden Rule of Strengths

- Use the RIGHT strength, at the RIGHT time, in the RIGHT way
- Too much strength – can be overplayed

## Strengths Sensitivity

- When we fail in an area of strength, the cost is greater (stings)
- Consider this when providing feedback in team settings

# THE FOUR DOMAINS

## Influencing

- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-Assurance
- Significance
- Woo

## Strategic Thinking

- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic

## Executing

- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsibility
- Restorative

## Relationship Building

- Adaptability
- Connectedness
- Developer
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator

# WHAT ABOUT WEAKNESS?

*In a strengths-based approach, a weakness is...*

**A shortage or misapplication  
of talent, skill, or knowledge  
that causes problems for you or for others**





# **5 Ways To Manage Weakness**

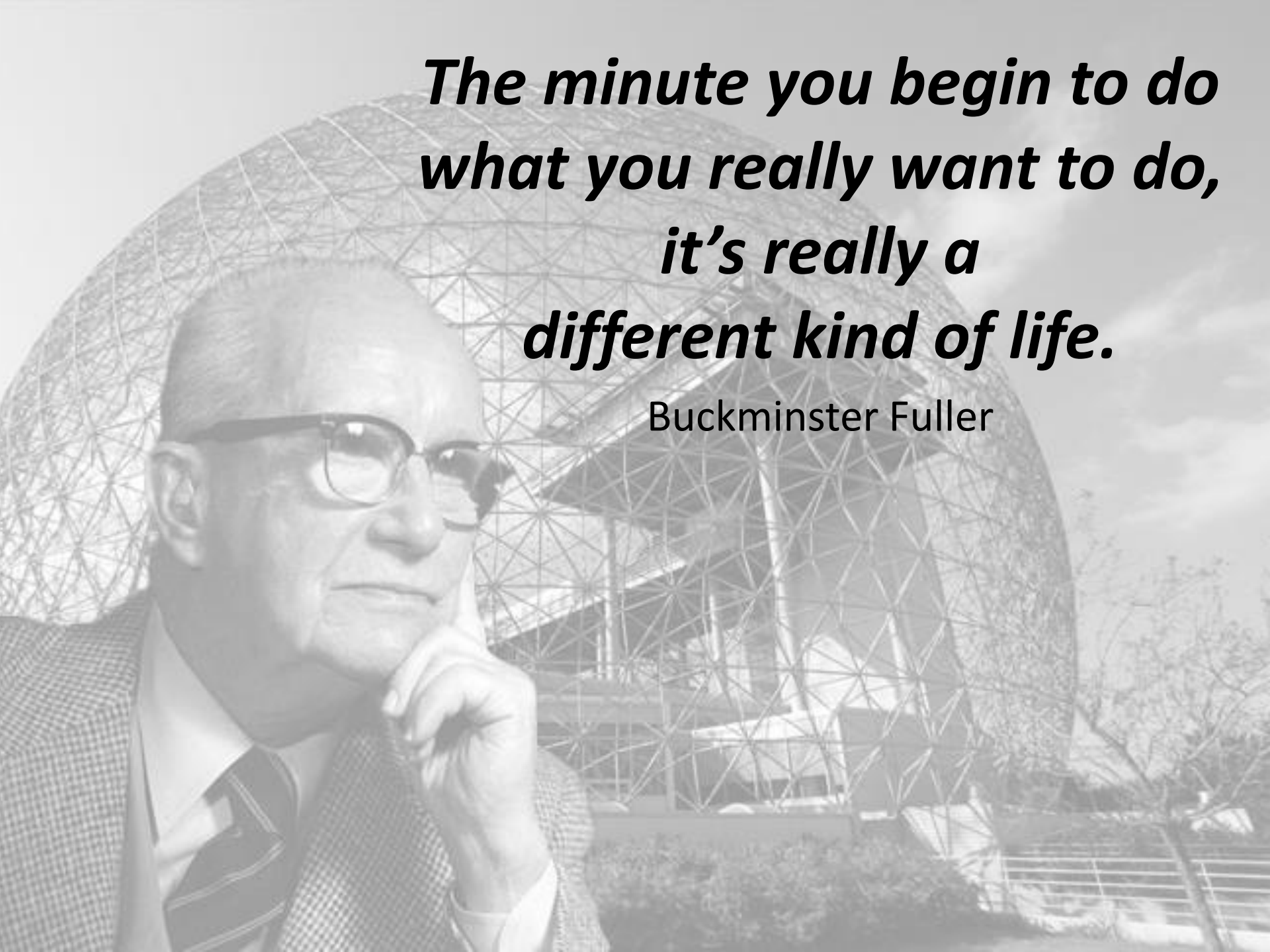
**Get the right education and training**

**Leverage your greatest talents**

**Form complementary partnerships**

**Just do it**

**Stop doing it**



***The minute you begin to do  
what you really want to do,  
it's really a  
different kind of life.***

Buckminster Fuller



# Doing What You Do Best

Do you have the opportunity to  
do what you do best *every day*?

*Of 10 million workers surveyed worldwide,  
only 1/3 strongly agreed.*



# Workplace Disengagement

**People not operating from strengths at work are likely to...**

- Dread going to work
- Have more negative interactions with coworkers
- Treat customers poorly
- Tell friends they work for a miserable organization
- Achieve less on a daily basis
- Have fewer positive and creative moments



### ENGAGEMENT CATEGORIES

1

**Engaged** employees work with passion and feel a profound connection to their company.

They drive innovation and move the organization forward.

2

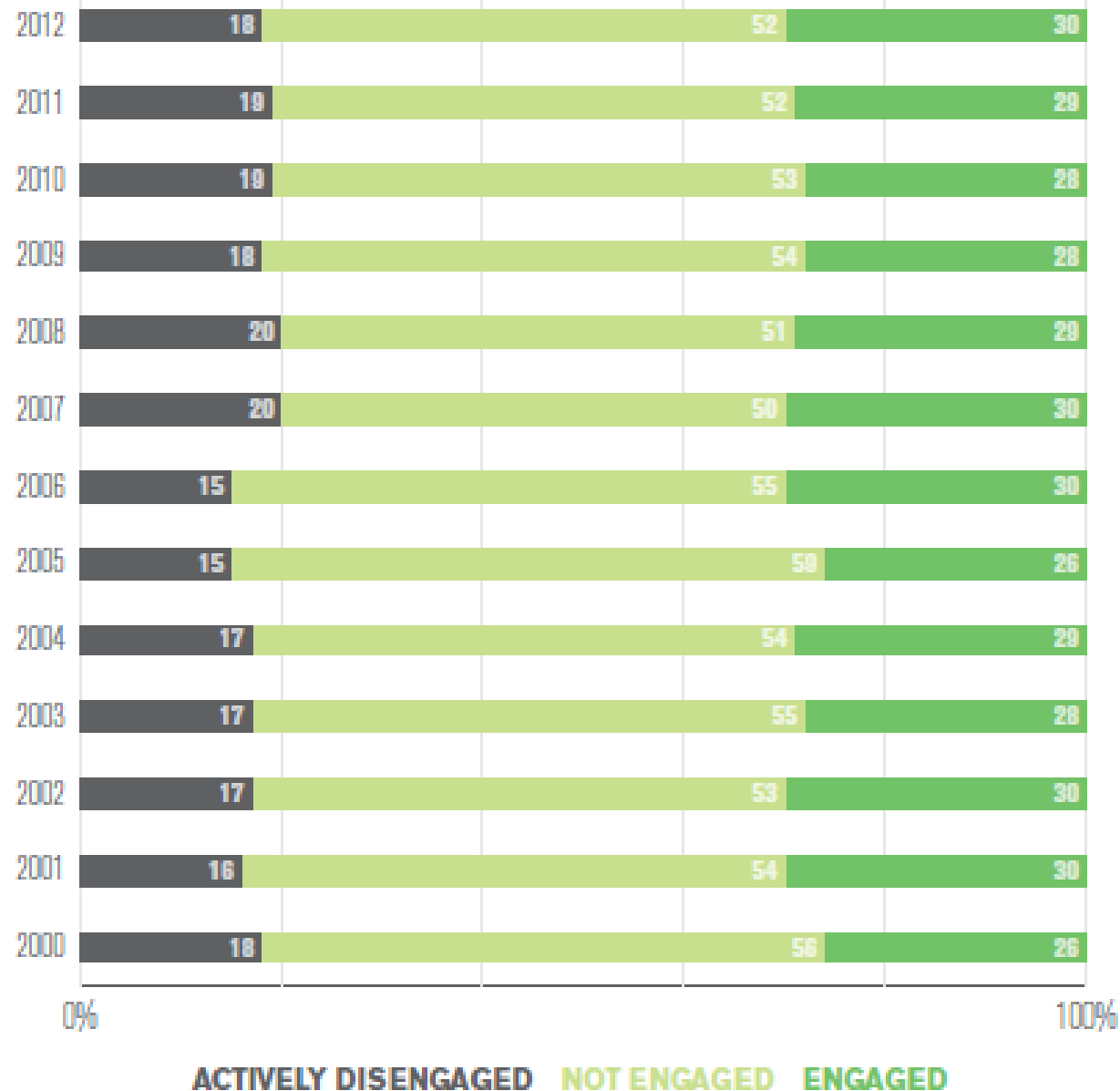
**Not Engaged** employees are essentially “checked out.” They’re sleepwalking through their workday,

putting time — but not energy or passion — into their work.

3

**Actively Disengaged** employees aren’t just unhappy at work; they’re busy acting out their unhappiness.

Every day, these workers undermine what their engaged coworkers accomplish.



Employee's  
Primary  
Needs

01

I know what is expected of me at work.

02

I have the materials and equipment I need to do my work right.

03

At work, I have the opportunity to do what I do best every day.

04

In the last seven days, I have received recognition or praise for doing good work.

05

My supervisor, or someone at work, seems to care about me as a person.

06

There is someone at work who encourages my development.

07

At work, my opinions seem to count.

08

The mission or purpose of my company makes me feel my job is important.

09

My associates or fellow employees are committed to doing quality work.

10

I have a best friend at work.

11

In the last six months, someone at work has talked to me about my progress.

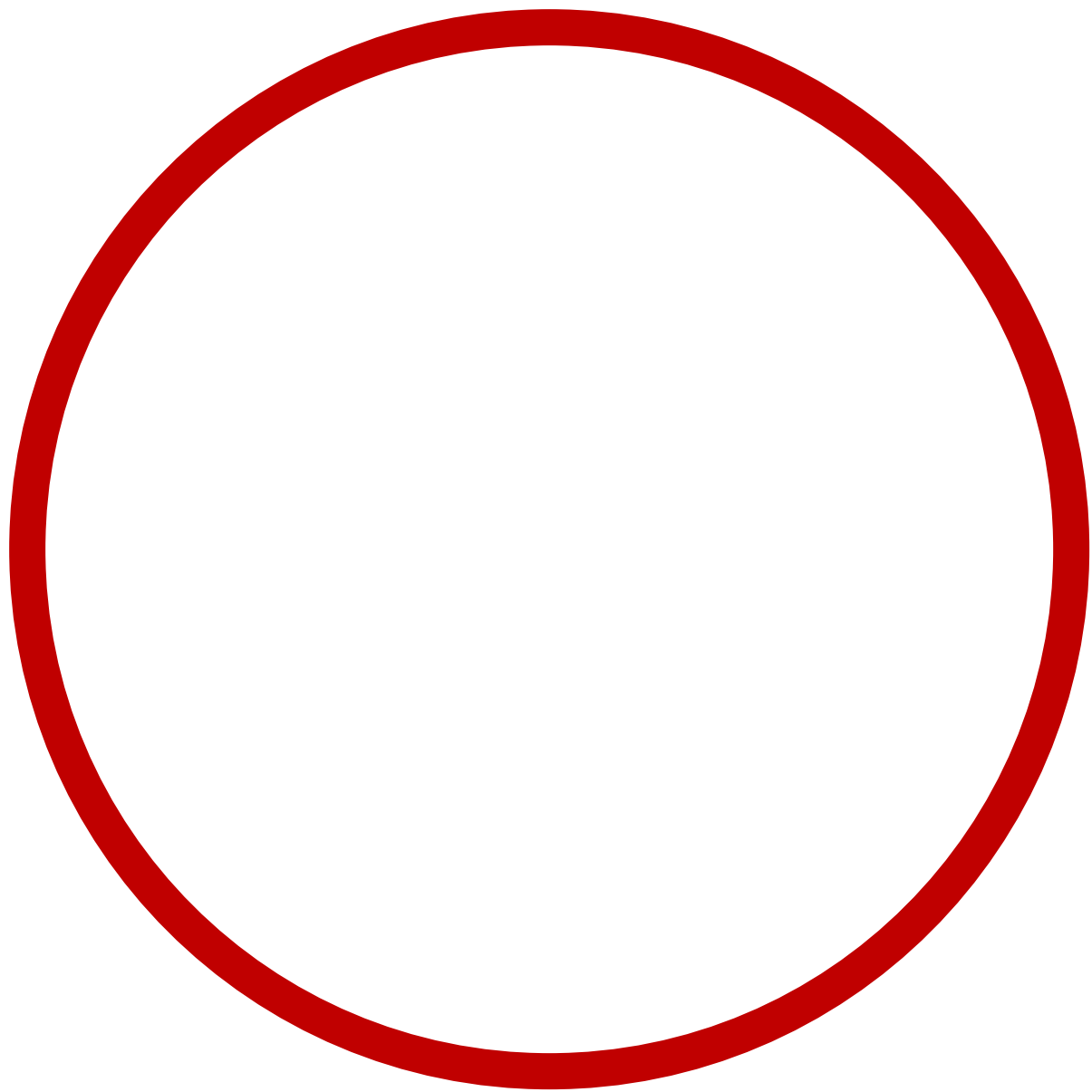
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This last year, I have had opportunities at work to learn and grow.

Employee's  
Sense of  
Belonging,  
Connection  
to the Team

Employee's  
View of  
Their Role,  
How Others  
Value Them

How an  
Employee  
Wants to  
Improve,  
Learn,  
Innovate





# CONTINUE THE CONVERSATION

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