

# North Carolina CareGivers Program



- Year 3 of 3 Year Program
- Nurse Aide Recruitment and Retention
- 3 Annual Employee Surveys
- Virtual Leadership Training
- Fearless in the Face of Crisis – on demand course
- Renee Batts Project Leader: [ReneeB@futurecarenc.org](mailto:ReneeB@futurecarenc.org)
- Drive: [info@cultureoutcomes.com](mailto:info@cultureoutcomes.com)
- Project Webpage: <https://go.nrchealth.com/NC-caregivers>

# Webinar #10: Strengths-Based Leadership



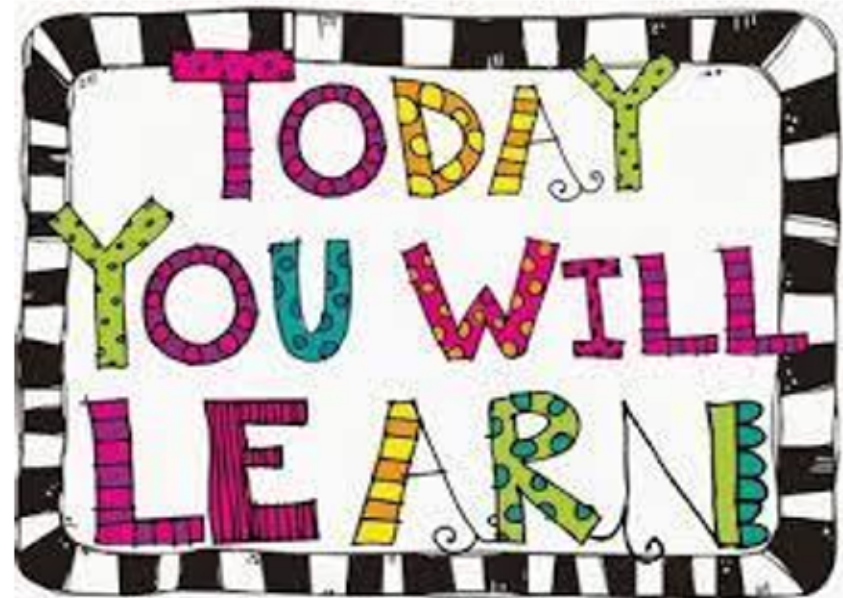


SHE'S A GOOD NURSE.

SHE'S JUST NOT GOOD WITH PEOPLE.

# Objectives

- Utilize methods to uncover team members strengths and weaknesses.
- Identify how to place team members in the best possible position for their strengths.
- Discover how strengths-based leadership impacts employee engagement








HOW HAVE  
LEADERS  
PLAYED TO  
YOUR  
STRENGTHS?





you've changed  
me inside

**Think about the best teachers, leaders or coaches you've had...those who left you smarter, better, changed positively **BECAUSE** they played to your strengths.**

- What did they do to achieve such an outcome?



HOW DOES IT FEEL WHEN YOU ARE DOING WHAT  
YOU ARE GOOD AT, AND WHAT YOU ENJOY?



A hand holds two small, ornate frames. The left frame shows a man in a white polo shirt and a red cap talking to a group of young athletes. The right frame shows a man in a red shirt and white pants talking to athletes on a field. The background is a blurred image of a fire.

# WHAT IS STRENGTHS BASED LEADERSHIP?



LEADERSHIP VISION



- **Tenants of Strength-based leadership:**
  - Effective leaders invest in their followers' strengths
  - Effective leaders build well-rounded teams out of followers who are not
  - Effective leaders understand the needs of followers.



Keep your  
“target”  
ladies  
happy!





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

## The #1 Question

Strongly Agree
Agree
Somewhat Agree
Somewhat Disagree
Disagree
Strongly Disagree

Strongly  
Agree...

- **50%** more likely to work in teams with low employee turnover
- **38%** more likely to work in productive teams
- **44%** more likely to work in teams with higher customer satisfaction.

# Using Your Strengths At Work



[The Business Case for Strengths - Marcus Buckingham](#)

Play to your unique strengths

You must be well rounded, like me!



But, I'm star shaped!



And master YOUR gifts





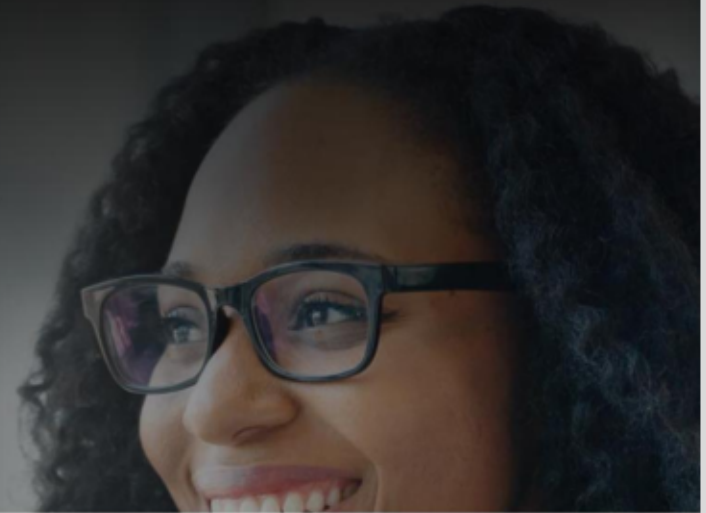
AS A LEADER, HOW  
CAN YOU IDENTITY  
INDIVIDUAL  
STRENGTHS OF  
YOUR TEAMS AND  
ENSURE THAT THEY  
ARE LEVERAGING  
THEIR STRENGTHS?

## Live Your Best Life Using Your Strengths

Meet some of the people who completed the CliftonStrengths assessment -  
- and use their results to maximize their potential at work and everywhere else.

 WATCH VIDEO

BUY CLIFTONSTRENGTHS 34



Join **29,653,303** People Using Their  
CliftonStrengths to Thrive at Work and  
Everywhere Else

[CliftonStrengths Online Talent Assessment | EN - Gallup](#)

# Strength Finders

**STRENGTHSFINDER 2.0**

**FROM GALLUP**

*and Tom Rath*

**Discover Your  
CliftonStrengths**



**DON CLIFTON**

Father of Strengths Psychology  
and Inventor of CliftonStrengths®

Includes the  
CliftonStrengths®  
assessment

# CliftonStrengths Categories

## Four Domains of Team Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.

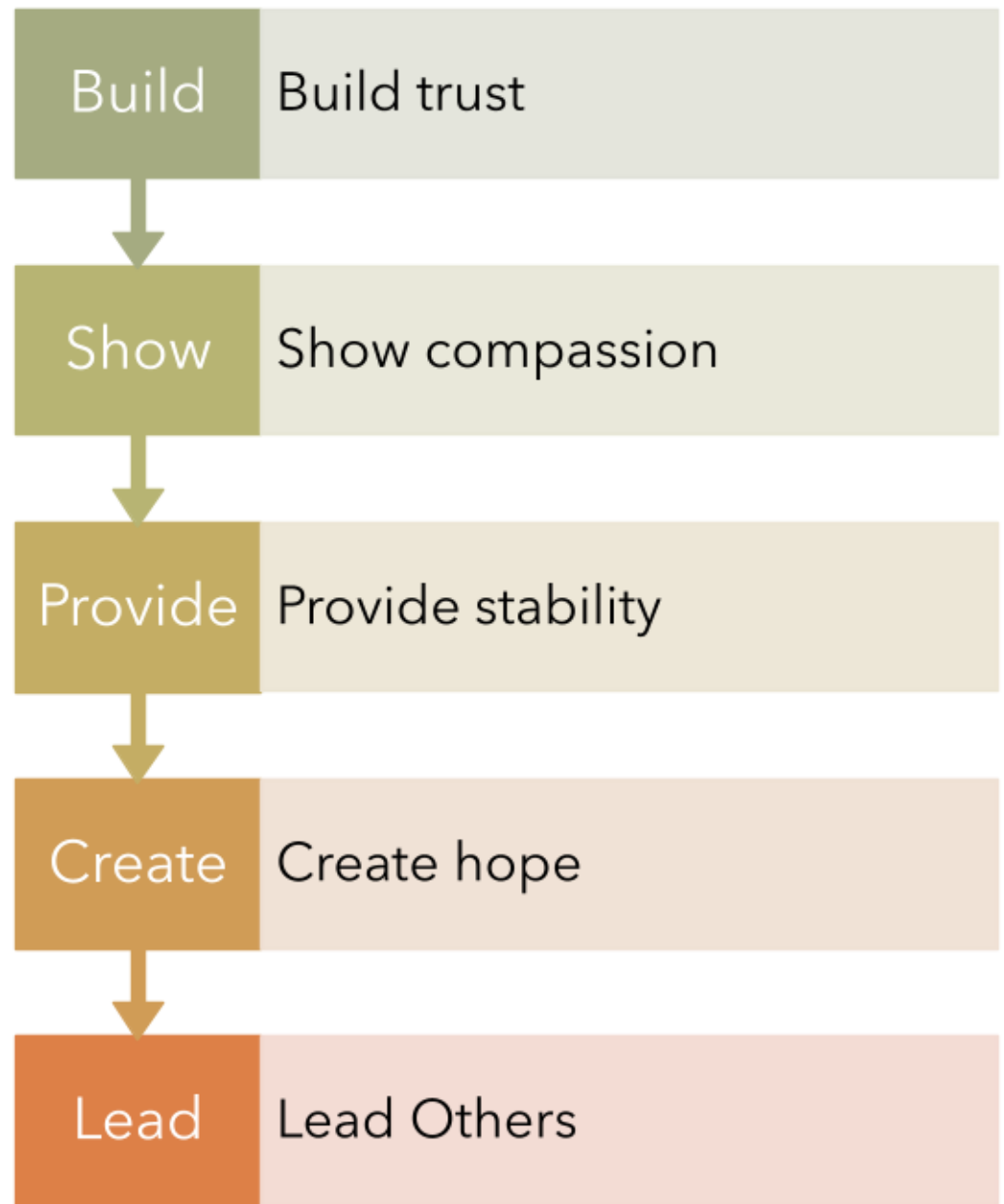


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<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>



For each strength, consider how you them to:



# Free Assessment Tools

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<https://www.forbes.com/sites/forbescoachescouncil/2018/01/22/best-tests-to-help-you-understand-your-strengths-and-weaknesses/#223b8a03495a>

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<https://high5test.com/test/>

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<https://richardstep.com/richardstep-strengths-weaknesses-aptitude-test/>

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<http://discoveryourskills.com/>

PUT  
YOUR  
MASK  
ON  
FIRST



# Love It/Loathe It Challenge

HOW TO DO WHAT YOU LOVE  
IN THE JOB THAT YOU HAVE

MB



OTHER WAYS TO DISCOVER YOUR STRENGTHS





FROM THE COAUTHOR OF THE INTERNATIONAL BESTSELLERS  
*FIRST, BREAK ALL THE RULES* AND  
*NOW, DISCOVER YOUR STRENGTHS*

# GO

## PUT YOUR STRENGTHS TO WORK

6 POWERFUL STEPS TO ACHIEVE  
OUTSTANDING PERFORMANCE

**MARCUS  
BUCKINGHAM**



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Consider your  
childhood  
strengths:



Can you see any positive patterns of behavior that have stayed with you since as far back as you can remember?



How have they developed over the years?



How do you channel and focus those strengths today?

# Probing Strength Questions

- What parts of your job do you feel you perform best?
- What parts of your work do you enjoy the most? Least?
- What do you think you do *really* well?
- What do people, at home or at work, tell you that you are good at?
- What do you or others consider your natural gifts or talents?
- How could we make the most of your strengths?

Part of  
Interview  
Process

What is  
your  
greatest  
strength?

Tell me more about this skill.

Can you share an example of how you applied this skill in a past role?

I'd like to hear more about how you have been recognized for this skill.

Can you explain how this strength applies to this job?













GALLUP

How  
CliftonStrengths  
Improves  
My Career

[How CliftonStrengths Development Helps People Improve Careers - YouTube](#)

Ask!







Key Takeaways

The most important thing I learned was...

One thing I pledge to do differently is...