

IF YOU REALLY KNEW ME YOU WOULD KNOW....





Leading with Strength

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Agenda



- 34 Strengths
- Perceptions
- Generational Strengths
- Characteristics and Stereotypes
- Q&A

Have you ever been told that you are not good at something?

"What will happen when we think about what is right with people rather than fixating on what is wrong with them?"

Donald O. Clifton, Ph.D. psychologist and business executive (1924-2003)



Flexing Our Talents



Talent natural way of thinking, feeling, or behaving

Investment

time spent practicing, developing your skills, and building your knowledge base

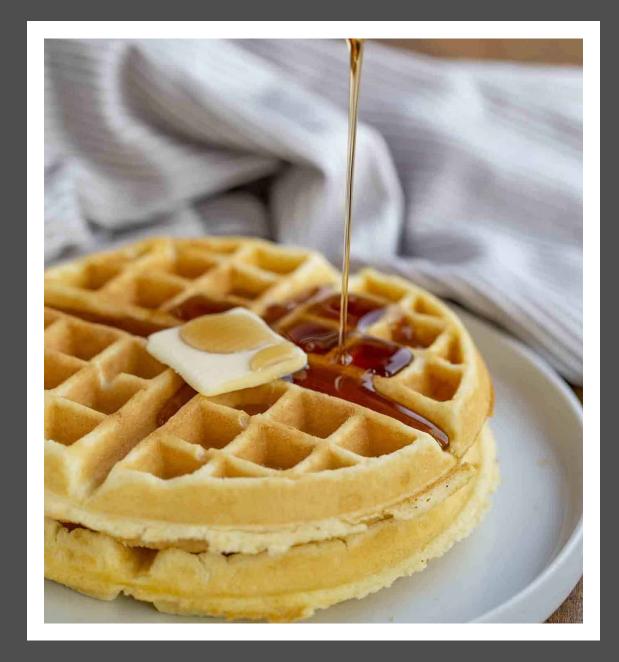


Strength the ability to consistently provide near-perfect performance

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



 Neutral Not labels Lead with positive intent Differences are advantages People need people





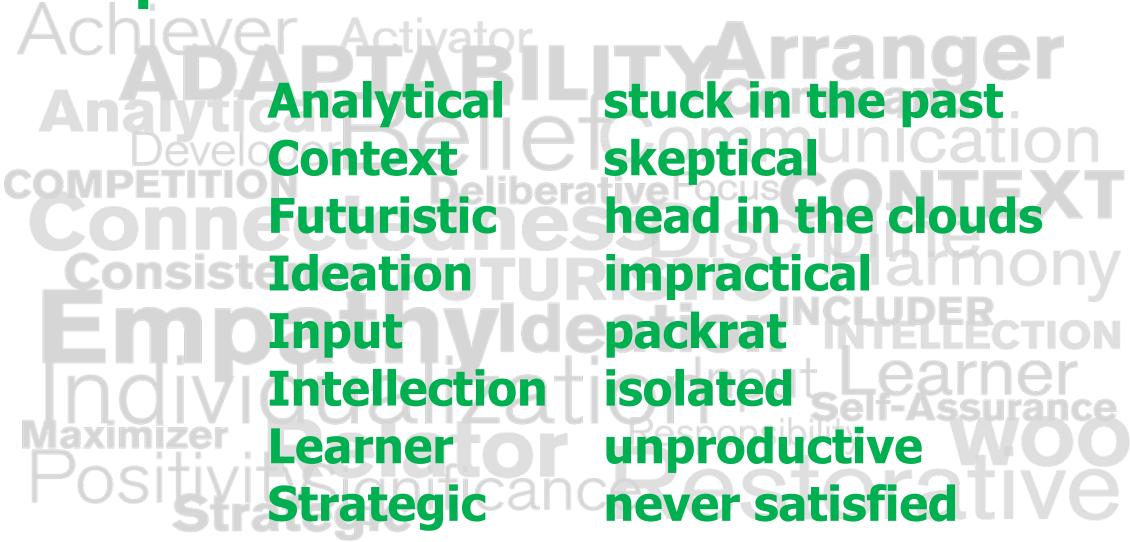
33 million

REALITY

restless **Achiever** perfectionist **Arranger** self-righteous **Belief** unforgiving Consistency **Deliberative** too cautious **Discipline** rigid not enjoying the journey **Focus** can't say no Responsibility focused on problems Restorative

demanding blabbermout Competition sore loser nothing is good enough **Self-Assurance** Significance attention hound superficial

Adaptability directionless Connectedness Developer wastes time too sensitive sEmpathy avoids conflict **Harmony** underdog savior Includer **Individualization** sacrifices the group **Positivity** Relator aloof



slacker latch-key kids competitive entrepreneurial ambitious dedicated hypocritical independent resourceful workaholic resourceful productive Baby Boomers anti-authority goal-oriented gadgets family-oriented demanding greedy smart devices internet impulsive educated digital natives self-centered lennials spoiled altruistic underemployed technologically savvy socially aware

Generations

	Achiever	Responsibility	Learner	Relator	Strategic
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CO	Traditionalist	Baby Boomers	GenX	Millennials	GenZ
	Responsibility	Responsibility	Achiever	Achiever	Restorative
	Learner	Learner	Responsibility	Empathy	Empathy
	Connectedness	Achiever	Learner	Learner	Learner
	Achiever	Relator	Relator	Adaptability	Adaptability
	<u>Input</u>	<u>Strategic</u>	Strategic	Responsibility	Responsibility
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Baby Boomers 58-76 (born 1946-1964)

Responsibility Learner Achiever Relator Strategic

Characteristics	Stereotypes	
Youthful self-identity	Self-centered	
Optimistic	Unrealistic	
Team player	Political	
Competitive	Power-driven	
Hard-working	Workaholic	

Baby Boomers 58-76

(born 1946-1964)

Responsibility Learner Achiever Relator Strategic

- Experienced desegregation and integration
- Dominate the ranks of senior management positions
- Redefining retirement age
- Believe anything is possible
- Grew up during economic prosperity

Tips for working with them:

- Acknowledge their experience and expertise (achiever)
- Find a balance in communications methods (learner)
- Seek their help (responsibility)



Generation X 43-57

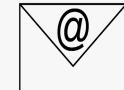
(born 1965-1979)

Achiever	Responsibility	Learner	Relator	Strategic	
Characte	ristics	Stered	otypes	nder	
Balanced		Slacke	ers		1
Self-relia	nt	Selfish	า		
Pragmati	С	Impat	ient		ly
Skeptical		Cynica	al		N
Eliminate	e the task				e
Challenge	e others				D

Generation X 43-57

(born 1965-1979)

Achiever Responsibility Relator **Strategic** Learner Grew up during time of that negatively impacted family Divorce **Job loss**







- **Double-digit inflation**
 - **Public scandals**
- Work ethic defined for personal gain

Tips for working with them:

- Use clear and direct language
- Offer flexible and autonomous work style and place
- Honor work-life balance
- Save meetings for face-to-face issues

Millennials 28-42

(born 1980-1994)

A	chiever	Empathy	Learner	Adaptability	Responsibility
		APTA			
	Character	istics	Stere	eotypes	
	Multi-tasl	kers	Shor	t attention spar	1S
	Extreme f	un	Spoil	ed)y
	Tech savv	y	Disre	spectful	DN
	Socially re	esponsible	Tech	dependent	ce

Positiviticance estorative

Millennials 28-42

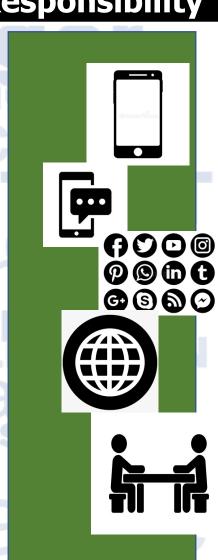
(born 1980-1994)

Achiever Empathy Adaptability Responsibility Learner More diverse, globally-oriented **Fully immersed in technology Products of helicopter parents Entrepreneurial** Largest populate in the workforce

Tips for working with them:

- Be open to new/different ways of working
- Embrace technology
- Create opportunities to involve them in projects
 Offer to be their mentor
- Avoid long-winded explanations
- Foster fun and fast-paced work environment Give frequent and timely feedback

(1977-1983 consider themselves Xennials)



Generation Z 11-27

Restorative

Empathy

(born 1995 - 2012)

Adaptability

Responsibility

Characteristics	Stereotypes
Flexible	Short attention spans
Growth mindset	Self-serving
Tech savvy	Tech dependent
Socially responsible	Woke
	Liberal

Learner

Generation Z 11-27

(born 1995 - 2012)

Restorative Empathy Learner Adaptability

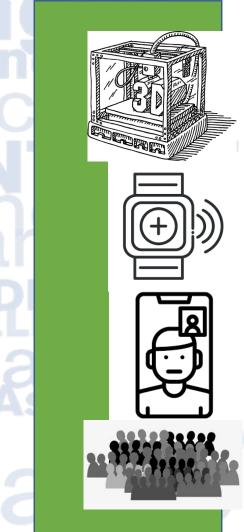
• First non-Caucasian majority generation

• Born into technology

• Undaunted by fixing the world's problems

Tips for working with them:

- Be open to mentoring them
- Provide hands-on learning experiences
- Give structured feedback
- Provide growth opportunities (learning, professional dev)
- Allow for flexible work space and day



Strength	I am	I will	I bring	I need	I love	I hate	Image/Barrier
Achiever Activator Intellection	Hard work	Set the pace	Intensity	Freedom to go at my own pace	Completing tasks	A lack of diligence	Completing the race / Work is more important than people
Responsibility Activator Significance	Someone who is trusted to get it done	Keep promises	Dependability Loyalty	Freedom to take ownership	Respect of others	Disappointing others or being disappointed	Serious owner (not disinterested renter) / Cannot say no or let go
Relator Includer Woo	Genuine, authentic	Get to know more about people closest to me	Social depth and transparency	Time and opportunity for 1:1 interactions	Close, caring, mutual relationships	Initial social discomfort of meeting someone new	Knowing and being known by friends / Cliquish
Learner Focus Woo	One who enjoys the experience of learning	Follow things that interest me	Learning perspective	Exposure to new info and experiences	Cutting edge	Knowing it all or know-it-alls	Yes to learning curve / Curiosity leads to non- productivity
Strategic Analytical Focus	Willing to consider all possibilities	Find best route moving forward	Creative anticipation, persistence, imagination	Freedom to make mid-course corrections	Seeing a way when others assume there isn't one	Doing things the way we always have	Seeing the whole field / Always has to try something new
Empathy Individualization Analytical	An emotional person	Make the visceral explicit	Emotional intelligence	Freedom to laugh, cry, vent	Mad- glad- sadness of humanity	Limiting of emotional expression	Affect determines effect / Bleeding heart
Adaptability Discipline Arranger	Here and now	React with immediacy	Willingness to follow the lead of change	Pressures that demand an immediate response	Spontaneity	Predictability	Go with the flow / Directionless
Restorative Strategic Positivity	Not intimidated by disfunction	Diagnose	Courage to problematic situations	Problems that must be solved	Finding solutions	Ignoring problems to make them disappear	Detective / Perceived as negative because of the association with problems

Seeking Understanding...

Questions?

