

## **A strengths-based approach.**

### **What's a strength?**

Strengths are natural gifts and talents. You can tell you are playing to your strengths if you're naturally energized and drawn into an activity.

### **What's a strength-based approach?**

A strength-based approach to development puts the focus on using an individual's strengths - what's naturally energizing.

The purpose is to maximize the opportunity for someone to contribute to meaningful outcomes. It starts with what's right and working well - to find the things that allow someone to excel - and looks to bring these to each priority as frequently as possible.

### **Why focus on strengths?**

Organizational research is unequivocal, if you want healthy, resilient, thriving, productive, engaged people – in any role – focus on strengths.

#### **Strengths Research Highlights from Gallup**

- When people focus on and invest in their strengths, the odds of each person being engaged goes up *eightfold*.
- Strengths-based interventions lead to significant increases in productivity (12.5%) and profitability (9%), and decreases in turnover (15%).
- Strengths-focused development increases self-confidence, hope, direction, and altruism.

**How can I have a strengths-based conversation?** To steer a conversation towards strengths, ask and explore questions like these:

#### **To discover strengths ask:**

- *When am I at my best, doing my best work?*
- *What tasks associated with my work do I look forward to the most?*
- *When do people rely on me the most?*
- *What do I do with ease and without thinking?*

#### **To leverage strengths ask:**

- *How do I currently use my strengths?*
- *What scope do I have?*
- *What specifically can I do to use my strengths more frequently?*
- *What, if any, help do I need?*
- *What next steps will I take?*