

HOW CAN WE TAKE ON THE NEXT NORMAL?

PRINCIPLE #3 :

LEVERAGE ON STRENGTH



SELF/TEAM REFLECTION

HOW DO WE LEVERAGE ON OUR STRENGTHS, RATHER THAN OUR WEAKNESSES?

SELF/TEAM-REFLECTION #1

HOW CAN WE TAKE ON THE NEXT NORMAL?

"A STRENGTH IS THE ABILITY TO CONSISTENTLY PROVIDE NEAR-PERFECT PERFORMANCE IN A SPECIFIC ACTIVITY."

LEVERAGE YOUR STRENGTHS
SESSION 4/7

TURNING A TALENT INTO A STRENGTH REQUIRES **A LONG-TERM INTENTIONAL INVESTMENT OF TIME** AND A WILLINGNESS TO **PAY A HIGH PRICE FOR THIS HIGH VALUE OUTCOME.**

"TALENTS ARE INNATE AND CANNOT BE ACQUIRED, UNLIKE SKILLS AND KNOWLEDGE... THE KEY TO BUILDING A FULLY DEVELOPED STRENGTH IS TO IDENTIFY YOUR MOST DOMINANT TALENTS...THEN INVEST IN THEM OVER A LONG TIME."

SELF/TEAM-REFLECTION # 1

1. WHAT ARE MY/MY ORGANISATION'S STRENGTHS? WHAT AM I /WE GETTING STRONGER IN?

- **WHICH TALENTS OR PASSIONS HAVE I BEEN INVESTING TIME TO DEVELOP KNOWLEDGE AND SKILL IN?**
- **WHAT SPECIFIC ACTIVITIES DO I ALREADY SEE MYSELF CONSISTENTLY PROVIDING NEAR-PERFECT PERFORMANCE? AM I POSITIONING THESE ACTIVITIES AS OUR HIGHEST VALUE PROPOSITION?**

- **IF YOU ARE THINKING OF HR TALENT DEVELOPMENT: REFRAME THE ABOVE AS "WHAT ARE THEIR STRENGTHS"**



DELIVERED BY
KUIK SHIAO-YIN

- List all the things (abilities, capacities, activities) you have been investing much time, energy and resources to develop your knowledge and skills in.

- Analyse this list: have you been investing in your strengths or your relative weaknesses?

1. Which of these things are **interests**? ("I like to do (X)")
2. Which of these things are **passions**? ("I love to do (X) so much I suffer willingly for it")
3. Which of these things are **talents**? ("Its a part of me. I have been repeatedly thinking, feeling, doing this and it creates things of value")
4. Which of these things are **strengths**? ("Its so much a part of me that I can do it consistently at near-perfect performance")

SELF/TEAM REFLECTION

HOW DO WE LEVERAGE ON OUR STRENGTHS, RATHER THAN OUR WEAKNESSES?

SELF/TEAM-REFLECTION #2

HOW CAN WE TAKE ON THE NEXT NORMAL?

LEVERAGE YOUR STRENGTHS
SESSION 4/7

4 MAIN DOMAINS OF STRENGTHS	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.
THEMES OF TALENTS	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

SELF/TEAM-REFLECTION #2

- WHICH TALENT THEMES DO YOU SUSPECT COULD BE IN YOUR TOP 5 LIST?**
- WHICH OF THE 4 DOMAINS DO YOU SEEM TO BE STRONG IN?**
- DO I REVEAL OR OFFER THESE TALENTS/STRENGTHS TO OTHERS? WHY NOT?**



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Consider what you know of yourself thus far as well as the consistent feedback that you've been getting from others.

- Which talents resonate for you? Which of the words stand out and connect with you?
- Which of the 4 domains of strengths do you seem to be strong in?
- Do you reveal or offer your talents or strengths to others? What holds you back from putting it on the table more clearly or specifically?

TO DO LIST

3 SMALL STEPS TO HELP YOU START LEVERAGING ON STRENGTHS

STEP #1

UNDERSTAND YOUR STRENGTHS + SHARE THE STRENGTH WITH OTHERS



"Spend your time leveraging on your strengths, not fixing weaknesses."

Set up the Price/Value matrix we learnt from Principle #2.

Use Post-Its to organise your list of talents so you can see which one to prioritise your time, energy and resources in.

- What **innate, fairly well-developed talents** do you have that could be a **QUICK WIN** for you to invest in so it can turn into a strength? What is the **high value** that you will get in return?
- What **innate, still-developing talents** do you have that could be a **STRATEGIC WIN** for you to invest in so that it can turn into a strength? What is the **high value** you may get in return?
- What are some talents that are less innate to you that you can consider investing less time in? How can your other more well-developed, innate talents potentially make up for these "areas of weakness" or achieve similar results as these "areas of weakness"?

Reach out to key people you'd like to work with more.

- Consider sharing: What are the strengths that I can offer you?
- Consider asking: What strengths do you see in yourself?

TO DO LIST

3 SMALL STEPS TO HELP YOU START LEVERAGING ON STRENGTHS

STEP #2

FIGURE OUT WHAT OPPORTUNITIES TO FEED AND WHAT PROBLEMS TO STARVE

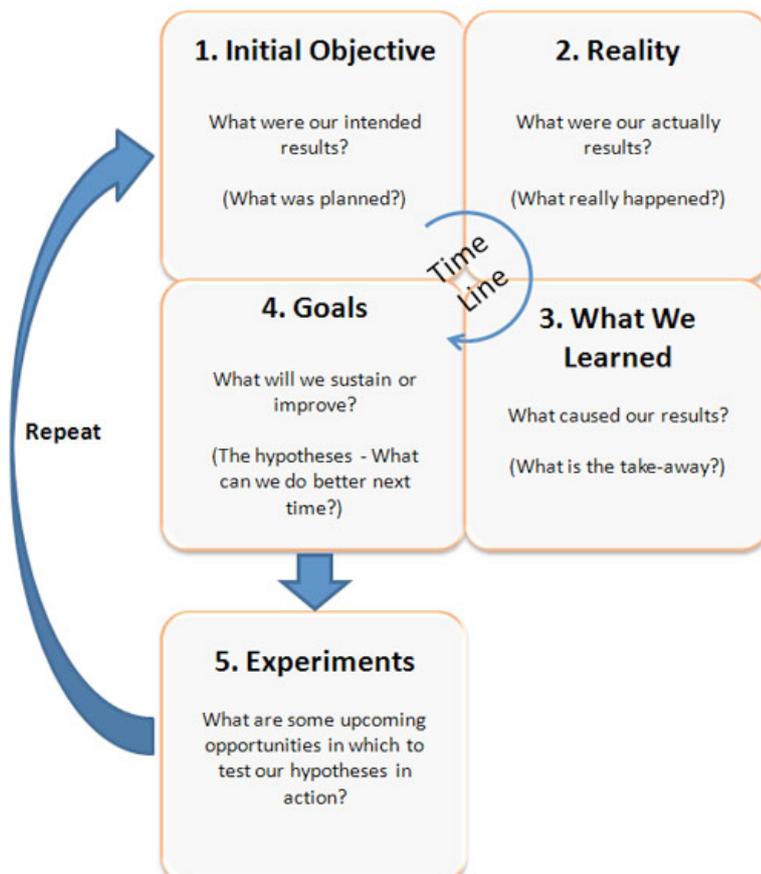
"Your attention and resources are limited.

Channel your attention and best resources to "feed the opportunities and starve the problem."

To learn what are the problems that should be starved and the opportunities that can be fed, you can conduct an **AFTER ACTION REVIEW (AAR)**.

Think of a personal or professional situation that you have recently finished or completed. It could be a satisfying or unsatisfying situation - both have plenty to teach us.

1. **Consider facts of the past:** What was supposed to happen? What did happen? Why was there a difference?
2. **Consider opinions of the present:** What worked? What didn't work? Why?
3. **Explore opportunities for the future:** What can I/we do differently next time?



TO DO LIST

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STEP #3

FIGURE OUT WHAT OPPORTUNITIES TO FEED AND WHAT PROBLEMS TO STARVE

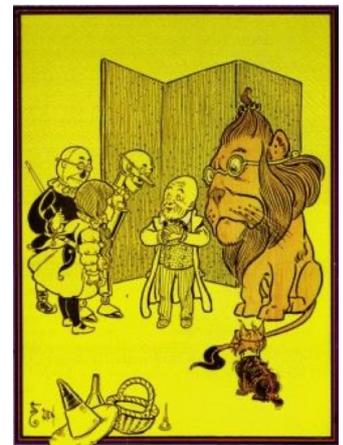
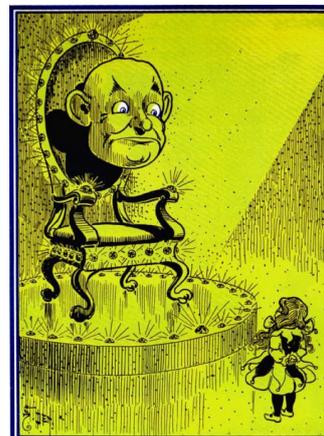
"Your energy is limited on earth.

Spend your energy valuing, sharpening and offering our unique edge
- and recognising the edge in others.."

"When we leverage on our strengths, we can come from an authentic position of true inner strength, we can finally stop hiding and being defensive."

Think of a personal or professional situation where you had to work with others on something significant to you. It could be a satisfying or unsatisfying experience- both have plenty to teach us.

- What talents/strengths did you display in that situation?
- What complementary talents/strengths did you see others display in the situation?
- Do you offer your talents/strengths to others readily? Do you receive people's offers of their talents/strengths readily? Why or why not?
- "Nobody must see or know my weaknesses." "I want to let someone see and know my weakness" Which of these 2 statements is a closer reflection of the way you work with others?
- "Armoured leadership is about being a knower and being right. Daring leadership is about being a learner and getting it right." Which of these 2 statements is a closer reflection of the way you work with others?



READING LIST

HOW DO WE LEVERAGE ON OUR STRENGTHS, RATHER THAN OUR WEAKNESSES?

ON WHAT ARE STRENGTHS

Gallup x CliftonStrengths: Talent vs. Strength

<https://www.strengthsquest.com/help/general/143096/difference-talent-strength.aspx>

Gallup x CliftonStrengths: The 34 StrengthsFinder Themes

<https://www.gallup.com/cliftonstrengths/en/253715/34-cliftonstrengths-themes.aspx>

Gallup x CliftonStrengths: Talent x Investment = Strength

<https://www.gallup.com/cliftonstrengths/en/253790/science-of-cliftonstrengths.aspx>

Gallup x CliftonStrengths: 4 Domains of Strengths

<https://www.gallup.com/cliftonstrengths/en/253736/cliftonstrengths-domains.aspx>

Harvard Business Review: How to Play to Your Strengths

<https://hbr.org/2005/01/how-to-play-to-your-strengths>

Forbes: Why focus on strengths vs weaknesses

<https://www.forbes.com/sites/forbescoachescouncil/2020/02/06/why-leaders-should-focus-on-strengths-not-weaknesses/#6c76dd4a3d1a>

ON TOOLS TO SUPPORT ANALYSIS OF INNATE STRENGTHS

Strengthsfinder Online Test

<https://www.gallup.com/cliftonstrengths/en/252137/home.aspx>

Enneagram Online Test

<https://tests.enneagraminstitute.com/>

After-Action Reviews

https://www.mindtools.com/pages/article/newPPM_73.htm

The Plan-Do-Check-Act cycle

https://www.mindtools.com/pages/article/newPPM_89.htm

READING LIST

HOW DO WE LEVERAGE ON OUR STRENGTHS, RATHER THAN OUR WEAKNESSES?

ON HOW OTHERS LEVERAGED THEIR STRENGTHS

Peter Drucker "Feed the opportunity, starve the problem"

<https://www.forbes.com/sites/ralphbenko/2011/05/16/the-secret-to-victory-feed-the-opportunity-starve-the-problem/?sh=772bc27f4b21>

How I Built This podcast

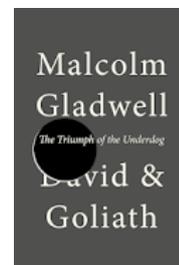
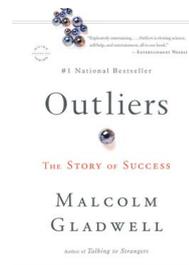
Guy Raz dives into the stories behind some of the world's best known companies, innovators, entrepreneurs and idealists—and the movements they built.



BOOKS FOR FURTHER UNDERSTANDING OF STRENGTHS

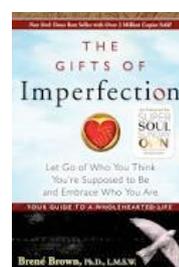
Malcolm Gladwell

Outliers
David & Goliath



Brene Brown

The Gifts of Imperfection
Dare to Lead



Adam Grant

Originals

