

# Driving Success with Strengths-Based Leadership



What would happen if we studied what was *right* with people versus what's wrong with people?"

# Important Findings from Gallup

- Only some behaviors can be learned.
- The best in a role deliver the same outcomes using different behaviors.
- A focus on weaknesses or areas that need improvement can prevent failure, but they seldom, if ever, lead to excellence.
- Areas of non-talent never develop into strengths.

A woman with a ponytail is seen from behind, looking out at the ocean during a sunset. The sun is low on the horizon, creating a warm, golden glow over the water and sky. The woman is wearing a dark jacket and has a backpack on. The background shows a rocky coastline and the ocean waves.

People who focus on using their strengths are ...

3x

more likely to report having  
an excellent quality of life

6x

more likely to be  
engaged in their jobs

# When employees are focused on their strengths, they ...

- look forward to going to work
- have more positive than negative interactions with coworkers
- treat customers better
- tell their friends they work for a great company
- achieve more on a daily basis
- have more positive, creative, and innovative moments

“There is a certain amount of dissatisfaction that goes with knowing your time, talent and abilities are not being properly used.” – Zig Ziglar

“We are what we repeatedly do.  
Excellence, therefore is not an  
act but a habit.” – Aristotle

# Talent

a natural way of thinking, feeling or behaving

X

# Investment

time spent practicing, developing skills and building a knowledge base

=

# Strength

the ability to deliver consistent, near-perfect performance in a specific task



“Most people think they know what they are good at. They are usually wrong. And yet, a person can perform only from a strength.” – Peter Drucker

# 5 Clues to Talent

1. **Yearning:** The pull or attraction to one activity rather than another.
2. **Satisfaction:** It is the activities or opportunities that we genuinely enjoy.
3. **Rapid Learning:** The way we are naturally wired to learn.
4. **Glimpses of Excellence:** Others may offer clues to our own talent in the ways they recognize us.
5. **Total Performance Excellence:** The optimal state of intrinsic motivation, “Flow.”

How many of you get to do what  
you do **best** every day?

The quality of a person's life is in direct proportion to their **commitment** to **excellence**, regardless of their chosen field of endeavor.

- Vince Lombardi