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Week 6 Focus: Strengths

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Focus Question: *What are the things that you do really well?*

Description

Strengths based leadership asserts that each individual has innate talents and things they can do exceptionally well. Our top strengths are a unique fingerprint and in combination create “unique superpowers”.

As a remote worker we may find ourselves leaning into work that is more aligned with our strengths. A challenge can be finding others to collaborate with who we can work with to round out of weaknesses. Research continues to show that it's easier to grow our strengths than our weaknesses. As a remote worker the reality may be that we have tasks we HAVE TO DO and can't delegate or defer. What can we do overtime to possibly rebalance our work focus?

Activity

Complete a strengths assessment so you can learn more about what you are innately talented in. You might consider completing online assessments including VIA Strengths from Positive Psychology OR StrengthsFinder 2.0. Use your browser to see if these would be of interest.

Need to Know

Consider your strengths in light of what you do every day.

How are your strengths helping you? Hindering you?

As you consider the work you do with others, what do you know of notice about their strengths and preferences?

What might you need to magnify or minimize in order to relate with them better?

So what? – What's important about this topic?

Understanding our strengths and how we might overleverage them is an important part of remote worker's self-awareness. When things are busy, uncertain or stressful, it's likely that we may lean into our strengths. Sometimes strengths become over leveraged and create a blindspot. Consider where you might be overleveraging or over utilizing your strengths.

For more on this:

Check out section 1 and section 4 of PlanDoTrack and Coaching Business Builder. Section 4 asks you to consider the strengths that you bring, also in combination with your values and opportunities.

This is a rich body of work you will want to explore as a leader of a team. Be sure to check out some of these books:

Go, Put Your Strengths to Work – Marcus Buckingham

Strengths-Based Leadership

StrengthsFinder2.0

“Although individuals need not be well-rounded, teams should be.”

Tom Rath

Did You Know?

Individuals and teams that are able to lead more by strengths, are:

- 6x more engaged
- 3x more likely to report having excellent quality of life
- 8.9% greater profitability
- Teams which focus on strengths have 12.5% greater productivity (Gallup Strengths Center)