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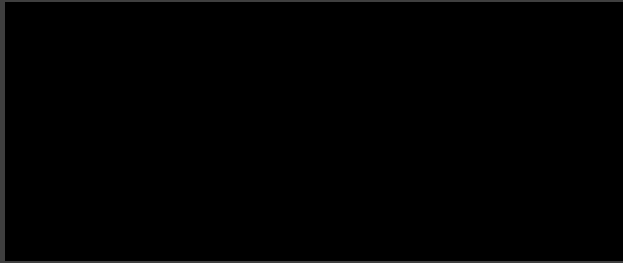
Introductions

UMSL

April Register
UMSL

Alex Socarides
MU

Gerry Wyckoff
UMKC



Relational

Collaboration
Compassion
Developing
Others
Empathy
Leading
Persuasiveness
Relationship
Building

Emotional

Courage
Emotional
Control
Enthusiasm
Optimism
Resilience
Selfconfidence

Thinking

Pragmatism
Creativity
Critical
Thinking
Detail
Orientation
Strategic
Thinking

Execution

Decisiveness
Efficiency
Flexibility
Initiative

Reflection

Think back on the past semester or past year, identify a few times that you felt most _____ at work or by your work?

Examples of what might have been required

Relational	Emotional	Thinking	Execution
Collaboration	Courage	Pragmatism	Decisiveness
Compassion	Emotional	Creativity	Efficiency
Developing	Control	Critical	Flexibility
Others	Enthusiasm	Thinking	Initiative
Empathy	Optimism	Detail	Results Focus
Leading	Resilience	Orientation	Self
Persuasiveness	Selfconfidence	Strategic	Improvement
Relationship		Thinking	
Building			

Optimizing your strengths

- ‡ Using the right amount of your best suited strengths for the given situation

Performance Risks

- ‡ Limiting Drainers
- ‡ Strengths in Overdrive



Courage **Recklessness**

Leadership **Domineering and controlling**

Critical Thinking **Overly critical, nit picky, or cynical**

Decisiveness **Rash and overhasty decision making**

Detail Orientation **Toxic perfectionism or micromanaging**

Strengths in Overdrive: too much of a good thing

Strengths Reflection & Discussion

‡Are there any of your strengths you suspect might be in overdrive?

‡What can you do to mitigate?

‡What moderator strengths might you dial up?

‡Are there any strengths that you are not exercising?

‡What could you do to incorporate those strengths either at work or outside?

2 minute reflection followed by
8 minutes to discuss in breakout rooms

Are you willing to do something about it?

Yes

No

Stop
doing it?

Change
the
process?

Outsource
or
delegate
it?

Reframe
it?

Learn
about it?

Own it.

Own it.

Draine Reflection & Discussion

‡Think back on the last semester or year, which drainers were being tapped into? (perhaps in new ways or to new degrees)

‡What strategies for dealing with drainers do you want to try?

2 minute reflection followed by
8 minutes to discuss in breakout rooms

Building & Protecting the Energy of Your Team

- ‡ greatest achievements in the past semester/year?
- ‡ What combination of strengths did it take to achieve?
- ‡ Does your team optimize the energizers of its members?
- ‡