



How to Use StrengthsFinder to Maximize Your Board

**Ryan Tobiasz '02, DC Badgers President
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Today's Agenda

- A Brief Introduction to StrengthsFinder
- Beginning to Evaluate Your Own Understanding of What You Do Best
- Beginning to Recognize the Unique, But Different, Talents of Others
- Investing in Your Strengths



Icebreaker Time: At My Best



What Is StrengthsFinder?

- Developed with the premise of studying “what is right with people” (Positive Psychology)
- It identifies areas where an individual’s **greatest potential for building strengths** exists.
- It is a philosophy of **using talents** as the basis for consistent achievement of excellence (strengths).
- **You can gain far more when you expend effort to build on your greatest talents.**



Why Are We Using StrengthsFinder?

- Everyone has something to contribute!
- Rath & Conchie (2008) point out in Strengths Based Leadership: “Whether you are taking charge in a boardroom, on a construction site, or even in your home, it is likely that you will find yourself leading at some point in your life.” (p.1)
- Drucker (1999) challenged people to consider: “What should my contribution be? Given my strengths, my ways of performing, and my values, how can I make the greatest contribution to what needs to be done?” (p.25).



34 Themes



top

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3 Key Findings in Strengths Research

- The most effective leaders are always investing in strengths.
- The most effective leaders surround themselves with the right people and then maximize their team.
- The most effective leaders understand their followers' needs.



The 4 Domains of Leadership Strength

Executing

Know how to make things happen

Ability to "catch" an idea and make it a reality

Influencing

Reach a broader audience

Sell the team's ideas inside and outside the organization

Relationship Building

Glue that holds the team together

Create groups and organizations that are much greater than the sum of their parts

Strategic Thinking

Focused on what *could be*

Absorb and analyze information to make better decisions



The 4 Domains of Leadership Strength

Executing

- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsivity
- Restorative

Influencing

- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-Assurance
- Significance
- Woo

Relationship Building

- Adaptability
- Developer
- Connectedness
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator

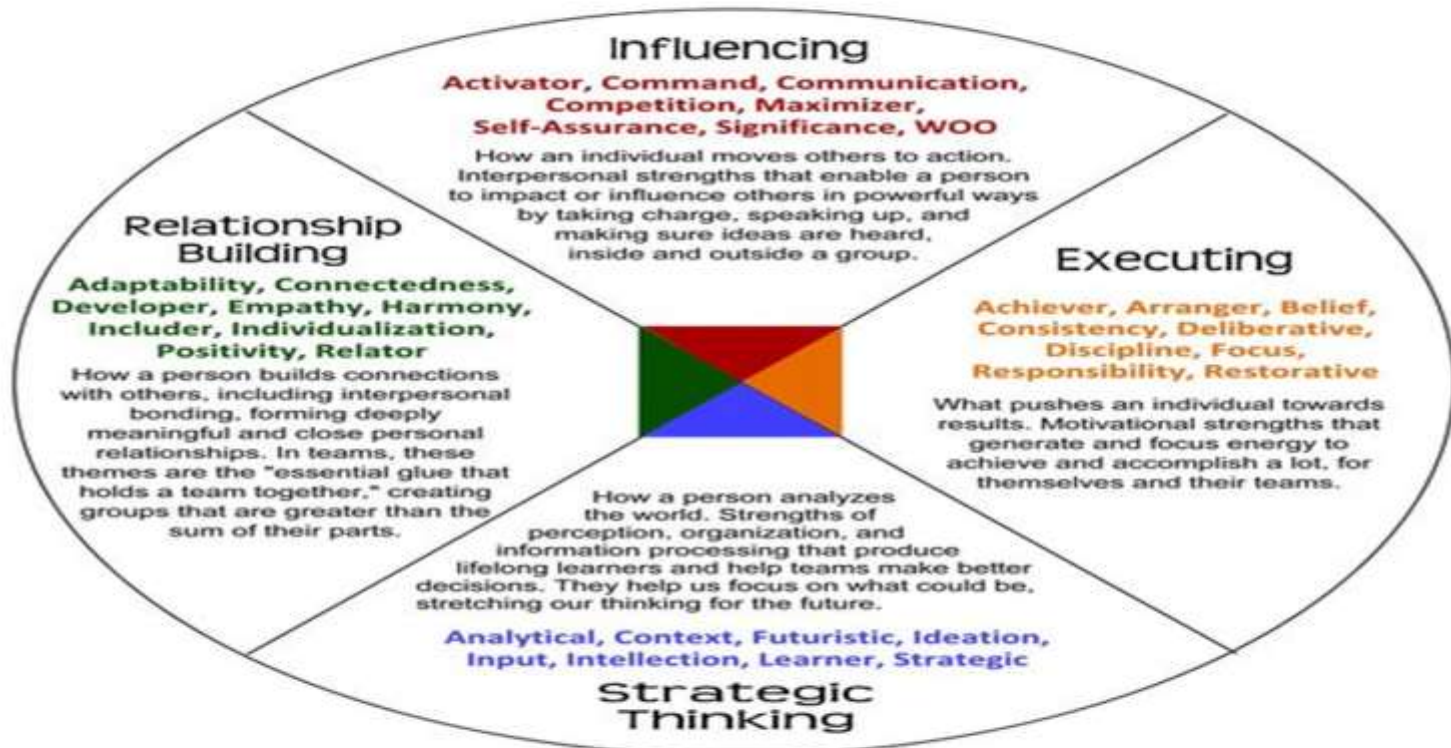
Strategic Thinking

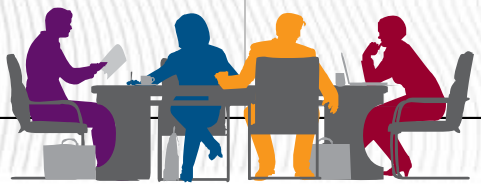
- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic



Strengths Domains

Teams should be well-rounded precisely because we, as individuals, are not.





EXECUTING

Leaders with dominant strength in the Executing domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done. Leaders with a strength to execute have the ability to “catch” an idea and make it a reality.

INFLUENCING

Those who lead by Influencing help their team reach a much broader audience. People with strength in this domain are always selling the team's ideas inside and outside the organization. When you need someone to take charge, speak up, and make sure your group is heard, look to someone with the strength to influence.

RELATIONSHIP BUILDING

Those who lead through Relationship Building are the essential glue that holds a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, leaders with exceptional Relationship Building strength have the unique ability to create groups and organizations that are much greater than the sum of their parts.

STRATEGIC THINKING

Leaders with great Strategic Thinking strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strength in this domain continually stretch our thinking for the future.

Badger Leaders

		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		
Rehan Ahmed	Pakistan				4				2																												
Erica Blohm	Milwaukee										2	1		4		3														5			3	1			
Jemmy Chayadi	Indonesia		3						2				4															5								1	
Elle Ding											2				5							4			1												3
Rachel Dressler	Rockford	1								4																								2	5		
Austin Evans	San Diego							2		3																	4	5									1
Jeff Gustafson	Twin Cities								2																			1	4	5			3				
Jolie Halpert	Northern Ohio	1														2	5							3												4	
Richard Mateer	British Columbia												1								2	4														5	
Michael Miller	Bay Area																4							1		5	2									3	
Francis Murkowski	Motor City	2	3										4												1											5	
Gintare Paskauskaite	Bay Area				3				2																			1									4
Amy Parr	San Diego			3			4		2				1								5																
Hattie Paulin	WFAA Staff										2		1					4																			
Stephen Pipp	Brown County	2		5		1			3																												4
Mark Rein	Heart of Illinois	1	3																							2										5	
Laura Skibba	Valley of the Sun		1											2								3			4			5									
Ryan Tobiasz	DC					3	5		2								4								1												
Tom Ulricson	Chicago	3											4						2																		
Nicolle Zellner	Motor City	3			5																															1	2

So Now What?

- Board Transitions, Recruitment, and Strategic Planning
 - A great way to get to know everyone on your board and how best to use everyone's strengths and talents!
 - A great board retreat activity!
 - A great way to develop your board's strategic plan!



Reflections on Today



Flock On!

Ryan Tobiasz '02

DC Badgers President

dcbadgers@uwalumni.com

