

# Strengths in the Workplace

B I R D V I L L E I S D

**SPECIAL POINTS OF INTEREST:**

- *Teach With Your Strengths* by Liesveld & Miller
- *StrengthsQuest* by Clifton & Anderson
- *How Full is Your Bucket* by Rath & Clifton
- *Living Your Strengths* by Winseman, Clifton, & Liesveld
- *Now, Discover Your Strengths* by Buckingham & Clifton

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**SPOTLIGHT ON: WOO**

The strength of Woo stands for winning others over. They enjoy the challenge of meeting new people and getting them to like them. Strangers are rarely intimidating to those with woo. On the contrary, strangers can be energizing. People with woo are drawn to them. They want to learn their names, ask them questions, and find some area of common interest so that they can strike up a conversation and build rapport. Some people shy away from starting up conversations because they worry about running out of things to say. Those with woo, don't. Not only are they rarely at a loss for words, but they actually enjoy initiating conversation with strangers because they derive satisfaction from

breaking the ice and making a connection. Once that connection is made, woo-ers are quite happy to wrap it up and move on. There are new people to meet, new rooms to work, new crowds to mingle in. In other words there are no strangers, only friends those with woo haven't met yet— lots of them.



Those with the Woo theme usually are very likable. There can be stress for a woo person if others around them do not like them. People with woo do not usually enjoy building close relationships with others, but rather enjoy the meet and

greet, win over, and move on to the next person. Some would say that people with woo only make shallow connections, while others would envy the way someone with woo can make friends easily. Those with woo must often explain that they are not being insincere, but are only being friendly.

Because of these traits, those with the Woo theme are excellent coworkers. They can quickly make a group of people feel at ease and make connections amongst members of the staff. Woo-ers can take control of a social event and others know that many will come. Those with woo are natural campaigners.

**WHAT IS THE CLIFTON YOUTH STRENGTHS EXPLORER?**

What is this test the North Ridge MS students are taking? The Clifton Youth Strengths Explorer is the Gallup Organization's strengths test for students ages 10-14 or in grades 5-8. It is untimed, unlike the adult test. It is written on a 4th grade reading level, mak-

ing it appropriate for those who read below grade level. The test has 81 questions. The tests helps define the unique talents and strengths of each student and can be used to help students better understand their natural patterns of thought, feeling, and

behavior in everyday life. Skill + Knowledge + Talent = Strength Once students have been assessed, teacher use the information to plan lessons that help different types of students achieve to the best of their ability. Contact J. Gotuaco for more information.

**D I S C O V E R I N G A C A L L I N G**

Most of us think of the word calling and might think of why we got into teaching— we felt that it was something we needed to do. Some might say that those who have a calling are special, but this is simply not true. All of us have a calling and simply need to discover what it is.

When you discover your talents, you begin to discover your calling. When you develop those talents into

strengths and apply those strengths, you are working towards your calling.

What is your calling?

Dare to dream: If time and money was no object, what would you do?

Where is your passion? What do you love to do?

What are your greatest talents? How can you combine your talents and your passions to fulfill your calling?

Talk to those who understands strengths-based work. Make a plan to explore the possibilities of combining your talents and your passions to work towards your calling.

Each one of us has a unique combination of strengths with undeniable talents that are the foundation of who we are. Claim who you are and start transforming your life!



Living Your Strengths, Winseman, Clifton, & Liesveld, 2004.

**T H E B I S D S T O R Y**

*“It is only when talent, knowledge and skill are combined that they become Strengths.”*

Thanks to the support of BISD, Strengths is becoming part of the culture of our district. The more we know about ourselves and our talents, the stronger we will be as educators.

Any employee is eligible to take part in the assessment and training. New teachers receive training at the beginning of their service in the

district. Veteran teachers and staff are taking part in the assessment and receiving coaching during staff development.

The district has several Strengths Coaches available to assist individuals and groups understand the assessment and how to apply it in the workplace.

If you need further information, contact Dr. Jennifer Gotuaco via email.

**Strengths Breakfast Thursday, May 8 at 7:15 in the NRMS library. Breakfast is provided!**

**R E M I N D M E O F T H E T H E M E S**

- Achiever
- Activator
- Adaptability
- Analytical
- Arranger
- Belief
- Command
- Communication
- Competition
- Connectedness
- Context
- Deliberative
- Developer
- Discipline
- Empathy
- Fairness
- Focus
- Futuristic
- Harmony
- Ideation
- Inclusiveness
- Individualization
- Input
- Intellection
- Learner
- Maximizer
- Positivity
- Relator
- Responsibility
- Restorative
- Self-Assurance
- Significance
- Strategic
- Woo

You will notice that the theme names are not all the same “type”. Some refer to the person (e.g., Achiever, Activator). Some refer to the category (e.g., Discipline, Empathy). Others refer to the quality (e.g., Adaptability, Analytical).