



SPOTLIGHT ON: CONSISTENCY

People strong in the area of Consistency value balance and fairness. The sense of consistency extends to all areas of life—equal treatment of people, equal application of rules, and the need for structure. Those whose strength is consistency want to treat all other people the same. However, this sometimes results in a heightened ability to customize or see variance among individuals. This trait is particularly helpful in the classroom—the consistent teacher strives for balance and helps all students move toward success.

As a worker, those with consistency search out fairness, especially when applied to rules or procedures. As teachers, consistency provides a stable environment where each student is aware of the rules and the equal application of the rules. The classroom environment tends to be constant and stable, with few changes.

People strong in consistency abhor the unfairness of using a person’s title or connections to gain an advantage over others. Those with consistency strive to keep the playing field level and equitable.

Coworkers can rely on those with consistency to provide a sense of fairness and equality. Within a group, the consistency factor will help divide the work evenly and will help provide for a balanced work environment. Those with consistency also make great advocates for minorities or those without a voice. Their life work often leads to better reforms and improvement in society at large.

Reliable, predictable, balanced, fair, even-keeled, stable and predictable are words that describe people with this strength.



What about weaknesses?

Strengths is based on positive psychology, defined as “the scientific study of optimal human functioning. It aims to discover and promote the factors that allow individuals and communities to thrive” (Lesveld & Muller, 2004). The field is a sub set of psychology, which for much of the past 60 years has been

focused on negative emotions and aberrant behaviors. Instead, the founders of positive psychology, Clifton and Seligman, wanted to emphasize building on talents and strengths. However, our society is focused on weaknesses. We attend workshops and read

self-help books to fix our weaknesses, and this is not all negative. Gallup’s point is that we do not need to fix everything that is wrong with us. Instead, we can utilize our strengths and find ways to manage our weaknesses, through training, use of support systems, and forming complementary partnerships.

Books about Strengths:

- *Teach with your Strengths* by Liesveld & Miller
- *StrengthsQuest* by Clifton & Anderson
- *How Full is Your Bucket* by Rath & Clifton

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Birdville ISD

North Ridge Middle School
7332 Douglas Lane
North Richland Hills, Texas 76180

Phone: 817-547-5200
www.birdville.k12.tx.us

Strengths on the Web:
www.gallup.com



Do you **RECOGNIZE** us.....

Thanks to the support of BIRD, 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 Strength Coaches available to assist individuals and groups understand the assessment and how to apply it in the workplace. If you need further information, contact Jennifer Gotuaco via email.

How do we know our strengths?

Gallup has identified several factors associated with understanding our strengths. After considering this list, think about activities in your life that fit these descriptions. Then compare the activities with your top five themes.

- Yearnings are feelings of intensity which surround a person's desire to accomplish an activity or be in an environment. This feeling is so intense that when NOT participating in the activity, a person thinks about when they can do so again and perhaps how to improve one's skills in the area. A person who enjoys learning, for example, may think about new courses to take, new articles or books to research and read, and may desire to visit a book store or library. What activities do you yearn for?
- Rapid learning is the quick speed with which a person learns new knowledge or skills. The rapid learning enables a person to pick up the information in an animated way—with excitement and true engagement of

learning. What skills do you pick up quickly? What areas of study are you drawn into for further investigation?

- Satisfactions occur in moments during and after activities in which a person experiences happiness and success. A moment of satisfaction can provide a glimpse into the types of activities that are aligned with a person's talents. When was the last time you said, "Wow! That was fun? Satisfying? Or joyful?" When did you last experience a mo-

ment of peace and fulfillment?

- Timelessness is connected to those times when a person is so engrossed in an activity that they lose track of time. What activities envelope your interest that you lose track of time?



Thinking about the above clues to talent, consider your own yearnings, rapid learning, and satisfactions. Compare these to your top five themes. In order to build on your own strengths, think about how you can reorganize your life to spend more time, effort, and energy in these areas. You will build on your own strengths and feel more positive and successful in your own life.