

# Strengths In the Workplace

*Birdville ISD*

## Spotlight On: Futuristic

People strong in the Futuristic theme enjoys imagining the future and its tremendous possibilities. They enjoy asking questions like “what if...” or “do you think we could...” Futuristic people often spend time dreaming. They can often paint pictures with words, especially when they work to galvanize a group toward action.

When people with the Futuristic theme work in the classroom, they are able to envision a special and bright future for children. They are able to make that vision a reality for students and help them begin to set and reach academic and life goals. They also have an innate sense of lesson design and development. They are able to scaffold lessons and units together,

as they have a keen awareness for the direction students are traveling within every lesson. They have an ability to imagine a future and create that picture for those around them. Using a multi-sensory approach will allow students to fully see, feel, and experience the future they are creating. Those with Futuristic are capable of creating this scene for students.

In group work, Futuristic team members are often able to define the direction for the group. They “begin with the end in mind” and can continue to guide the group in the

right direction. When combined with Focus or Achiever, a Futuristic team member can accomplish many goals on the way to reaching and defining a vision into reality.

Other words for Futuristic might be dreamer, visionary, idealist, seer, or futurist.



Volume 3, Issue 3

February 2009

### *Books about Strengths:*

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

### *Inside this issue:*

Becoming A Strengths Based Educator 2

## How do you become a Strengths Based Educator?

What does it mean to be a Strengths Based Educator? Many have heard me say it before, but allow me to repeat: Strengths Finder is not a Cosmo quiz. The assessment was not purchased for you to simply take and forget. In-

stead, Strengths is designed to be a basis for personal and professional development. As an educator, you are charged with creating an environment of caring and respect in which students can learn and achieve and become successful citi-

zens. That is a mighty tall order...but teachers just like you achieve this every day. The most successful and productive teachers have learned to use and leverage their own Strengths to be effective. (continued on back page)

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



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 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.



## Being a Strengths Based Educator

Strengths is a powerful tool when designing lessons. By understanding HOW you work effectively, you can incorporate elements of your strengths into lesson plans. For example, if you are an includer, you probably develop strong cooperative group lessons which focus on accountability because you innately understand the need for all students to be involved and interdependent. Likewise, if you are competition, your lessons may focus on games which inspire students to achieve through fun and engaging activities. Whatever your top five themes, apply them directly to lesson design. As a teacher you will feel most comfortable and confident during instruction and your

students will be more engaged and develop a closer relationship to you.

The second component to becoming a Strengths Based Educator is to consider the strengths of the students when planning and developing lessons. Whether at the middle school or high school, taking an inventory of a class as a whole to identify prominent themes is an effective way to develop lessons that will both engage students and be meaningful to their learning styles. For example, a class that has prominent themes of communication, woo, and relator will enjoy group work and interaction to complete tasks. A class that is primarily intellection, learner, input, or analytical will enjoy

research and individual learning. Another successful tactic when implementing strengths in the classroom is to work with students one-on-one around strengths. When helping a student with study habits or providing consequences for misbehavior, strengths allows an individualized conversation to take place, one that is based in positive correction of habits.

In order to hone your skills to become a Strengths Based Educator, you should read through *Teach With Your Strengths* as well as look at on-line resources in Strengths Quest and Strengths Explorer. Try also collaborating with other educators both in person and on-line to enrich skills.

