



Spotlight On: Developer

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People who are strong in the Developer theme derive satisfaction from watching human growth. They can identify human potential and will commit time and energy to foster development of others.

Developers see each individual person as a work in progress and they want to allow others to experience the feeling of success. Developers gain a personal reward from helping others learn and make progress.

Those whose strengths lie in the Developer talent make excellent teachers, coaches, or managers. Their ability to identify strengths and potential in

others provides them the fuel to mentor and lead. They have an ability to identify the specific needs and advancements of an individual and then share those observations in a clear and concise manner that enables the individual to grow and develop even more.

In the workplace, Developers make natural teachers and coaches. Further, they can use their strengths in positive ways in administration as well. When working in a group, Developers tend to identify core attributes of group members and help the group to accomplish tasks by ensuring that each person is contributing in a significant manner. Developers

can be effective group leaders as well as “guides on the side.”

Developers can be known as teacher, mentor, coach, manager, counselor, or minister.



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

Encouraging Positivity in Your Life

Leading a life filled with positivity will improve your health and increase your lifespan. In the text, How Full is Your Bucket, authors Tom Rath and Donald Clifton outline five strategies that will increase positive interactions in our lives. By implementing these

strategies, negativity in your own life (and those of others) will be reduced and productivity in the workplace and happiness in life will grow.

The first suggestion is to become aware of your own negative actions and reduce them.

Before you say something negative about a person or escalate a conflict, consider other options instead. How can the situation be resolved in a positive manner? How can you maintain personal integrity and help the other person? (cont'd)

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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.

Encouraging Positivity in Your Life (cont'd)

A second strategy is to concentrate on doing the right thing. In addition to making positive moral choices and living a life of integrity, the right thing also encompasses a desire to help and encourage others. Rath and Clifton suggest finding ways to be courteous, praising others, talk positively to strangers, give recognition, listen intently when others are talking, make others laugh, and acknowledge strength and positivity in others. Attempting any of these at least once per day will improve your life as well as the life you touch.

The third idea is to develop one or more “best friends.” In all areas of one’s life, there is room to have a confidant, mentor, or partner. Find someone at work, church, or at your child’s ball game who can talk and share with you about these experiences. Knowing there is someone there who is experiencing both the joys and the stresses will help you learn to be more trusting, caring, and encouraging. As these feelings become stronger and more abundant over time, the quality of your life will improve.

Rath and Clifton encourage readers to “give unexpectedly.” Giving is not reserved only for tokens and presents (like flowers or

candy). While these things are nice to receive, consider also that the best things in life are free—a hug, a smile, an encouraging word.

The last strategy suggested by the authors is to “reverse the golden rule.” They want each person to think of others as individuals. As such, the rule can be rewritten as “Do unto others as they would have you do unto them.” This means that you should consider how the person might like to receive the kind words or deeds you provide for them. Instead of a large group recognition, perhaps the person would prefer a

more private setting or a kind note. Thinking about each person’s individual needs and responding to them is as cherished as calling someone by their name.

Including these strategies in your life will help in a variety of ways in your home and work life. Health, happiness, productivity, and close relationships will follow. For more information, please read the book, [How Full is Your Bucket](#) (2005), by Rath & Clifton. Available by Gallup Press.