

# Strengths In the Workplace

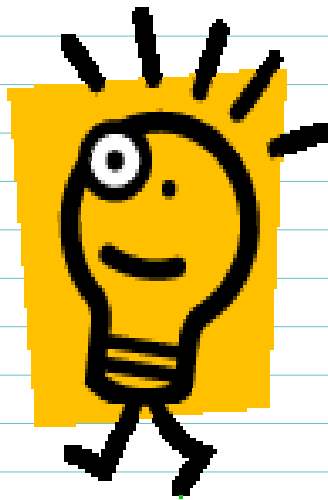


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## Spotlight On: Ideation

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People strong in Ideation are drawn to complex ideas. They delve into understanding why things work and look for simple truths or connections between happenings. Those with ideation focus on aspects of ideas and how they manifest themselves in the world.



tive when students are struggling.

Those with ideation are beneficial in group situations. They have the ability to generate ideas and choices easily. If a work group needs to brainstorm solutions, the Ideation person consistently and quickly provides a variety of alternatives.

Contemplating an idea or thinking up a new idea is energizing to those with this theme. Thoughts and inspiration come easily to those with ideation. These people tend to be creative and consider innovation.

teachers have the ability to consider and try new approaches to curriculum and instruction. Further, these teachers will always find new ways to inspire and motivate students, as they are intuit-

Words that describe people with Ideation are: creative, list makers, original, open-minded, or progressive.

In teachers, ideation is a strong asset. These

### Books about Strengths:

- ✓ Teach with your Strengths by Liesveld & Miller
- ✓ StrengthsQuest by Clifton & Anderson
- ✓ How Full is Your Bucket by Rath & Clifton
- ✓ Strengths 2.0 by Tom Rath

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## Food for Thought

Currently, two schools offer opportunities to meet with faculty and staff and share personal experiences with strengths development. North Ridge Middle offers a Strengths Breakfast (November 8; 7:15am)

and Richland High School offers Strengths Café (November 6, 3:45). These informal meetings give participants time to discuss the facets of different themes and how they manifest themselves in daily teaching and per-

sonal tasks.

Strengths is a professional and personal development program. Participants need to move beyond the first step—which is taking the assessment and having the initial “ah-ha” (con’t)



# Organization

## Birdville ISD

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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.

Do you RECOGNIZE  
us.....

## Food for Thought, con't.

moment of reading the report. The Strengths Finder report is a list of themes. These themes of talent can only become strengths if they are examined, analyzed, and developed. This occurs through studying the various facets of how these theme "portray" themselves in our lives. Meeting with other participants and discussing the variations of themes and the way they manifest themselves, can help each person reflect on how to develop themes on a daily basis.

Attending one of these informal meetings offers opportunities to network with other teachers who are also interested in strengths development (and also to share a snack.) Contact Jennifer Gotuaco (at NRMS) or Fursey

Gotuaco at RHS for more meeting times and locations.

**Reminder:**  
BISD Family Camp will be Saturday, November 10 at 9am at Richland High School. Have your family members take the assessment and bring everyone's report to learn more about how understanding the dynamics of Strengths can build family relationships for positive outcomes. Hope to see you there on Saturday!

