

Strengths In the Workplace



November 2006

Spotlight On: Harmony

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People strong in Harmony value common ground, and find that conflict and friction are not productive. Those with this strength actively seek to move people away from arguments and confrontation into peaceful resolutions. They do not like to be in situations of conflict or debate and work to help the group move to consensus. People with harmony enjoy focusing on practical matters on which most people can agree.

Those with the harmony theme are great team workers. They understand how teamwork can enhance any work situation. When working with a

team, the harmonizer will work to resolve conflicts and steer the group toward successful outcomes.

In the classroom, harmony is demonstrated through a global view, with a belief that learning requires the collaboration of many people. Teachers with harmony work very well in teaching and other collaborative teams.

Words that describe Harmony are: collaborators, moderator, peaceful, conflict resolvers, or team player.



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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Little Know Facts about Strengths

- The most common strength is Achiever.
- The least common strength is Discipline.
- There are 33.39 million different combinations of Strengths.
- Even among people with your top themes, there are 278,256 possible combinations.
- StrengthsFinder is available in 17 languages world wide.
- Over 200,000 people have completed the assessment in a language other than English.
- Internationally, command is the least common strength.



Organization

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:

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 Go-tuaco via email.

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

Deepen Your Experience

1. Improve your vocabulary.

Strengths Coaches across our district talk about using the "Strengths Vocabulary." This requires us to actively incorporate the themes into our conversation, whether referencing ourselves or another person's talent. For example, you might say, "My achiever needs to finish this project today." This statement would indicate to your group that you are focused on completing the task at hand. You might follow up with your needs or explain what you will do.

2. Read, Read, Read.

On the first page of this newsletter are three books that will help you explore your strengths and

talents. Check out the Gallup website for further resources.

3. Buy a book or code for a family member of friend.

Having a partner in your journey to explore strengths will give you someone to discuss and reflect ideas. Together you can learn more about yourself and each other.

4. Recognize that your Strengths are not skills. They are the lenses through which you see

the world. Recognizing each person's unique view will help foster better work relationships and more productivity. A person with

Harmony will constantly strive to reduce conflict where a person with command will seek to take charge of a situation. Understanding the person with whom you are working will help you approach them in a positive and more productive manner. Knowing that each person sees the world

from a different and correct perspective can help you move from reaction to pro-action in the workplace.

