



# Strengths In the Workplace

## SPOTLIGHT ON: FOCUS

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The theme of focus allows a person to have clarity of direction as well as an ability to screen out distractions. Those with Focus utilize goals which provide a compass and a destination. When a person strong in the focus theme sets a goal, they are able to then filter actions and determine if they are helping or harming the goal attainment. Likewise, those with focus have an intense concentration, which can sometimes be mistaken for aloofness. This single-mindedness allows the focus person to continue preserving until they have reached their goal.



In the workplace, focus workers set priorities and can break down missions into reachable goals. As group members, they guide the group toward completion of the mission and can refocus group members when the team moves off task.

In the classroom, teachers with the focus theme assist students with setting priorities and managing progress. They can point out achievements to students and monitor their efforts. As teachers, those with focus set clear educational goals for their students (and self) and work diligently to meet these targets.

People with focus are considered guides, directors, and prioritizers. They can be described as persevering, driven, single-minded and efficient.

**Books about Strengths:**

- Teach with your Strengths by Liesveld & Miller
- StrengthsQuest by Clifton & Anderson
- Strengths 2.0 by Rath
- How Full is Your Bucket by Rath & Clifton
- Living your Strengths by Winesman, et al.

## Strengths Engagement Specialists

This semester you may have met a new person on your campus—your Strengths Engagement Specialist. Last spring, a group of sixty teachers and staff stepped up to be trained in how to engage and encourage colleagues by utilizing

and deepening Strengths on their campus. Since the initial meeting, many of the specialists have attended content specific trainings designed to teach them skills in working one-on-one or with large groups around their strengths. The

specialists ensure that all staff members have taken their strengths and have a copy of the book *Teach with your Strengths*. They are leading staff development activities and group meetings such as Strengths Breakfast. (continued)

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ENGAGE &  
ENCOURAGE

**Strengths on the Web:**  
**www.gallup.com**

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.

## Engagement Specialists, Continued

The specialists have also assisted colleagues to work through conflicts using a positive Strengths-based vocabulary.

In August, special guests



Dr. Shane Lopez, Senior Scientist with Gallup and Sherry Erlich, certified Strengths Coach, visited with the specialists to discuss the relationship between creating a strengths based work environment and increasing engagement among teachers and students. Research indicates that a strengths based environment encourages hope and ultimately productivity for participants. Many campuses in BISD have adopted a strengths based approach and encourage staff and students to improve working relation-

ships and personal job satisfaction by understanding and applying a strengths philosophy.

If you wish to join the ranks of the Strengths Engagement Specialists, contact Jennifer or Fursey Gotuaco via school email. If you prefer to assist the specialist on your campus, meet with them and share their passion and excitement. Together we can become a strengths-based community that focuses on our natural talents and enables us to do what we do best everyday.