

Strengths In the Workplace



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Spotlight On: Significance

People strong in the theme of Significance desire recognition and appreciation. They seek assurance that their work is seen as important and accomplishing something. Those with significance are motivated by helping others to achieve success.

Those with significance have the ability to assist others to become "credible, professional, and successful" as this represents is a core value. People with significance make decisions based on how they believe they are being perceived by others. Specifically, they want to be seen as successful so they will work hard to create a situation where

this is reality. Similarly, they derive satisfaction from helping others toward achievement.

In the classroom, teachers with significance often choose fields where they can promote student success in a public forum. Teaching in the field of the fine arts provides outlets for teachers to express their students achievements and they often feel the rewards of that success.

In the workplace, those with the theme of significance are often misunderstood. They can be seen as workers who need attention or feel unhappy without recognition. However,

these employees have the ability to push a group to new heights and goal attainment. Given a supportive environment, team mates with Significance add foundational elements which can be built upon for true growth.

People with significance are often seen as performers, entertainers, and motivators. They provide inspiration, incentive and stimulus for others.



Strengths Initiative: NOT one more thing!

The Birdville ISD has embarked on a program to build on the core natural talents of its employees. Through the Strengths program, teachers can learn how to develop into the most highly engaged, strongest and most talented

teachers in the state. The initiative began as a bottom up design, started by a few teachers and members of the personnel department. These visionary workers imagined a future workforce of new teachers—ones who were keenly aware of their own natural

talents and abilities. This new workforce would lead the Birdville ISD into the new century with enthusiasm and a desire to do "whatever it takes" for our students.

From this begin- (cont'd)

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 Rath
- ✓ Living your Strengths by Liesveld

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Natural Talent 1-2



Organization

Birdville ISD

North Ridge Middle School
7332 Douglas Lane
North Richland Hills, Texas
76180

Phone: 817-547-5200
www.birdville.k12.tx.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.



Do you RECOGNIZE us....

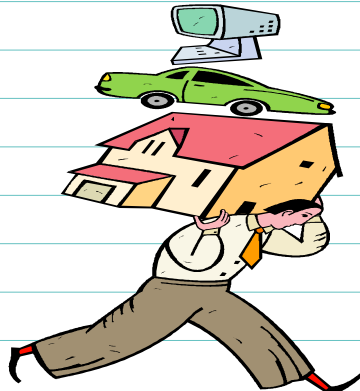
Not one more thing, cont'd.

ning, the news began to spread to other teachers who started to see the benefits of utilizing the StrengthsFinder assessment not only with students, but also with teachers. Now, the majority of teachers have learned their own themes of talent and are working to apply them in their personal and professional lives every day.

brace the natural manner in which you work, using those innate talents will help you become more successful and able to achieve more. Second, the Strengths initiative is the basis for understanding the Engagement initiative (Working on the Work) and the Continuous Improvement initiative. As you become more self-aware, you see the heart of con-

tinuous improvement—the continual reflection that is necessary in order to refine procedures and improve performance. Our district wants teachers to look at student engagement—and how to increase that in the classroom. Yet, before we can engage students, we must feel engaged as teachers. Understanding Strengths is the first step for teachers. Many teachers have found first hand the liberating quality that Strengths has provided—it gives teachers and administrators a vocabulary and a new awareness to solve problems and increase productivity. Strengths is the foundation of the district initiatives—it is the solid base—the natural talent of the workers, upon which the other initiatives are built. Learn more about Strengths. How can it be implemented in your life and at your campus?

Strengths is not “one more thing” the district has added to fill the plate of the already overburdened teachers. Instead, teachers who have embraced an understanding of their own Strengths have seen that their work life has become more productive and fulfilling.



First, understanding one's themes helps to organize both work and professional life. When you em-

