



# Strengths In the Workplace

## Spotlight On: Restorative

People strong in the Restorative theme enjoy solving problems—especially difficult ones. Whenever trouble arises, those with the restorative theme like to consider the options and find a resolution. While many people hate to hear bad or distressing news, those with the Restorative theme may feel energized. They have the ability to move into action and identify ways and means to fix or solve the problem or take care of the people involved. Restorative people often feel most pleased when they have the opportunity to fix, rekindle or save a person or situation.

Teachers with the restorative theme are experts at diagnosing and solving

educational dilemmas—whether they are student related or school wide. Restorative teachers and administrators also empower others to solve problems. When working with students, restorative teachers have the ability to encourage students to excel and succeed.

Those with the restorative people work well in group situations as they can provide many realistic ideas on how to solve problems. They have a need for honesty which can allow the group to stay focused on the reality of any situation. The restorative theme is powerful in identifying factors involved in not only what created situations but also in the resolution.

Words that describe people with the Restorative theme are problem solvers, fixers, trouble shooters, or diagnostician.



## BISD Family Camp

This November, we will host our first BISD Strengths Family Camp. Family Camp is an opportunity to bring the Strengths philosophy into your home. Many employees have taken the StrengthsFinder and would

like to have their middle school, high school, or adult loved ones join them in the exploration of personal talent. Family Camp will be a time to explore your talents and those of your family so that you may open a Strengths-

based dialogue at home and utilize each person's unique talents to enrich family relationships.

If you would like to participate, you will need to have each family member take the Strengths Finder or Strengths Explorer. (cont.)

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### 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.



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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.*

**Strengths on the Web:**  
[www.gallup.com](http://www.gallup.com)

## **Family Camp, Continued**

You will need to purchase a new book that has a code for the StrengthsFinder. The StrengthsFinder is designed for anyone over the age of 14. Gallup provides codes in several of their publications, including *Teach with Your Strengths*, *Living your Strengths*, *StrengthsQuest*, and *Strengths 2.0*. These publications (and others) are available at [Gallup.com](http://Gallup.com) or [Amazon.com](http://Amazon.com). Gallup does not supply codes for purchase through StrengthsFinder.com.

For high school and college age students, *StrengthsQuest* is the best choice as it provides specific hints and tips for success in academic and career planning. Many people will enjoy *How Full is Your Bucket*, as it describes practical ways to include positive reinforcement in your life or workplace. (Just make sure the book has a code.)

For children younger than age 14, Gallup has designed the Strengths Explorer. Instead of thirty-four themes, Gallup has

identified ten themes designed to help children age 10-13 understand strengths and how to apply them in life. Strengths Explorer comes with parent explanation to help parents interpret the assessment and work to build strengths at home and in school. For more information, go to [strengthexplorer.com](http://strengthexplorer.com). You will find instructions on how to purchase the code online.

Once you have completed the assessments, sign up for BISD Family Camp. The camp will take place on November 10 from 9am-12noon at Richland High School. Bring your family members and everyone's report to the camp. We will have activities and discussions on how to explore more about your strengths and enhance your family communication skills. The camp is for BISD employees and their families only.

Please sign up for Family Camp at least three days prior. The cost is \$5.00 per family. Contact Jennifer Gotuaco at



x5219 or Fursej Gotuaco at x7227 for more information.

What: BISD Family Camp

When: November 10 9-12pm

Cost: \$5.00