



Maximizing Your Strengths

Leadership Advantage 2023

01

Melissa Jeanes LLC

Objective

To enhance your ability to build on
the best of who you are

**Concepts of
Strengths-Based
Development**

**Turn Your Talents
Into Strengths**

**Strengths-Based
Leadership**

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Introductions

What name do you prefer to be called?

What do you get paid to do?

What is one positive word people use to describe you?





6 TIMES

As likely to be engaged in their jobs



3 TIMES

As likely to report having an excellent quality of life



IMPROVES

A person's confidence, direction, hope, and kindness toward others



WORK

Treat customers better, achieve more each day, look forward to going to work

**People who
focus on
using their
strengths are**

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GALLUP®

Stand up if you most always...

talk to people in elevators, airplanes,
grocery stores, and wherever you go



Stand up if you most always...

have a color-coded or otherwise
organized closet



Stand up if you most always...

write down a list of things to do and
stick to it, even on the weekend



07

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Stand up if you most always...

need to pick someone to race while
driving



08

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Stand up if you most always...

tend to ask too many questions



09

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Talents are
naturally
reoccurring
pattern of
thought, feeling,
or behavior that
can be
productively
applied.

TALENTS X

A natural way of thinking, feeling, and behaving

INVESTMENT

Time spent practicing, developing skills, and building knowledge base

= STRENGTHS

Ability to deliver consistent, near-perfect performance in a specific task

What is one goal you have for
your (life, career, or
relationships)?

How can you use your strength
to achieve it?

Discussion Question

Weaknesses are anything that gets in the way of our success and the success of others.

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Think of a recent situation
where your talent or strength
undermined your success.

What do you think you could do
to manage this?

Discussion Question

**"You have more potential
for growth when you
invest energy in
developing your talents
instead of correcting your
deficiencies."**

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As leaders, how will your days be different when you are doing more of what you do best?

How would your work improve, your team be better, and your quality of life improve?

Discussion Question

People who focus on their strengths maximize their potential

**7.8% GREATER
PRODUCTIVITY**

People who learn to use their strengths every day.

**8.9% GREATER
PROFITABILITY**

Teams that receive strengths feedback.

"I use my strengths every day."

Strengths-based Team

Everyone knows and intentionally uses their unique talents and strengths

Everyone knows and appreciates each other's strengths

Team members combine their strengths with those of others on the team to achieve success



"There is no more
effective way to
empower people than to
see each other in terms
of their strengths."

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