Strengths Based Supervision

How to Utilize Positive Psychology and Strengths Development to Build a Stronger Staff

Hannah Link
Lynn University
# Introductions

<table>
<thead>
<tr>
<th>Preferred Name</th>
<th>What Do You Get Paid To Do</th>
<th>One Positive Word Others Use To Describe You</th>
</tr>
</thead>
</table>

Learning Outcomes

describe the benefits of a strengths-based approach as compared to the traditional deficit model

utilize at least 3 strength-identifying and development activities in a meaningful way

employ strengths-based supervision techniques learned in this session in their day-to-day work

use a strengths-based approach to plan and create a professional development plan for themselves and those they supervise
Criticism has the power to do good, when there is something that must be destroyed, dissolved, or reduced. But it is capable only of harm when there is something to be built.

Dr. Carl Jung, Psychotherapist
Positive Psychology

the scientific study of the strengths that enable individuals and communities to thrive
What's in a Strength?

talent \times \text{investment} = \text{strength}

A talent represents a capacity to do something; a naturally recurring pattern of thought, feeling, or behavior that can be \textit{productively} applied.

A strength is the ability to provide consistent, near-perfect performance in a given activity.

The StrengthsFinder assessment serves as a tool for talent identification.

Further investment by an individual and their supporters leads to strength development.
Benefits of Strengths Supervision

Using strengths in supervision can help create a growth mindset in student leaders.

(Louis, 2011)

“Capitalizing” on Strengths happens with continual social support, experiences of success, and reinforcement of personal strengths.

(Bowers, 2010)

“Strengths-based models embody a student-centered form of education with the primary goal of transforming students into confident, efficacious, lifelong learners whose work is infused with a sense of purpose.”

(Lopez and Louis, 2009)

INCREASED CONFIDENCE: PERSONAL & ACADEMIC

MOTIVATION TO ACHIEVE

CONFIDENCE ABOUT THE FUTURE
At an early age, you started hearing it: It's a virtue to be "well-rounded." ... They might as well have said: Become as dull as you possibly can be.

Donald O. Clifton
STRENGTHS BASED SUPERVISION

Influencing
Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, WOO
How an individual moves others to action. Interpersonal strengths that enable a person to impact or influence others in powerful ways by taking charge, speaking up, and making sure ideas are heard, inside and outside a group.

Executing
Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, Restorative
What pushes an individual towards results. Motivational strengths that generate and focus energy to achieve and accomplish a lot, for themselves and their teams.

Relationship Building
Adaptability, Connectedness, Developer, Empathy, Harmony, Includer, Individualization, Positivity, Relator
How a person builds connections with others, including interpersonal bonding, forming deeply meaningful and close personal relationships. In teams, these themes are the "essential glue that holds a team together," creating groups that are greater than the sum of their parts.

Strategic Thinking
Analytical, Context, Futuristic, Ideation, Input, Intellection, Learner, Strategic
How a person analyzes the world. Strengths of perception, organization, and information processing that produce lifelong learners and help teams make better decisions. They help us focus on what could be, stretching our thinking for the future.
Implementation

1. FALL TRAINING SESSION
2. PRE-TEST
3. BI-WEEKLY ACTIVITIES (1:1, ALL STAFF, HOMEWORK)
4. POST-TEST
Implementation

use strengths to re-frame conflict, issues, or obstacles

assign or divide tasks based on strengths domains

"strengths-colored glasses"

consider "strengths" fit for the environment
Example Exercises

GETTING THE MOST OUT OF YOUR CLIFTONSTRENGTHS REPORT

FIVE CLUES TO TALENT

MY CLIFTONSTRENGTHS AND HOW I USE THEM

NAME IT! CLAIM IT! AIM IT!

SCAVENGER HUNT

STRENGTHS PROFILE + MANAGING TO STRENGTHS
Questions?

FEEL FREE TO CONTACT ME FOR MORE INFORMATION!

HLINK@LYNN.EDU