

UNIVERSITY OF
ARKANSAS
STUDENT AFFAIRS

Strengths Based
Initiatives

**Tweet your questions and
comments @uastrengths**



What is Leadership?



“Leadership is an influence relationship between leaders and their collaborators who intend real changes that reflect their mutual purposes” (Rost 1993)

Leadership



- **Servant Leadership:** role of follower is more important than the role of the leader. Less distinction between leaders and followers
- **Relational Leadership:** leadership is a “relational process of people together attempting to accomplish change or make a difference to benefit the common good.” Leadership is group process oriented, inclusive, and empowering to all group members.

If “leadership” is a collaborative group process, then what skills does a good leader need to have:



Strengths-Based Leadership

1. Increase your self-awareness
2. Deepen your knowledge and appreciation of others' talents
3. Form and maximize teams
4. Help others affirm, develop, and apply their talents



TRUE OR FALSE?

A great leader is well rounded.

DECONSTRUCTING THE MYTH : “THE WELL- ROUNDED LEADER”



- Well-roundedness breeds mediocrity.
- If you spend your life trying to be *good* at everything, you will never be **great** at anything.

“A leader needs to know his strengths as a carpenter knows his tools, or a physician knows the instruments at her disposal. **What great leaders have in common is that each truly knows his or her strengths—and can call on the right strength at the right time. This explains why there is no definitive list of characteristics that describes all leaders.**”

-DONALD CLIFTON

UNIQUE TALENT COMBINATIONS

Top 5 Talent Themes

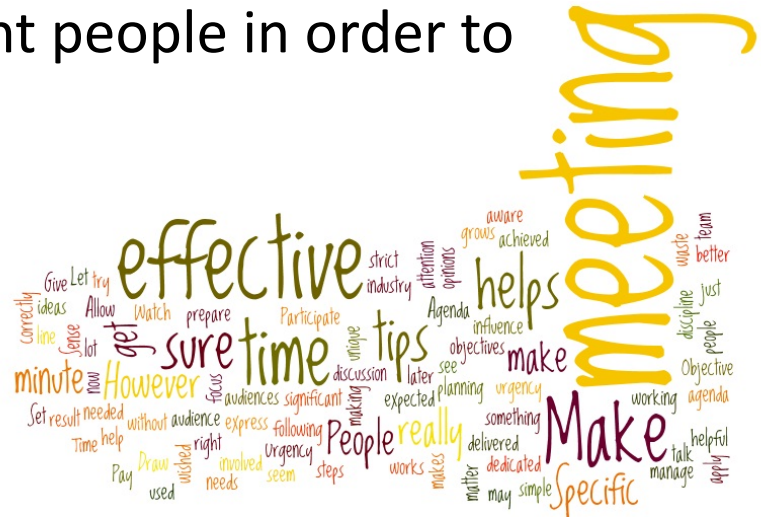
(a theme is a group of similar talents)

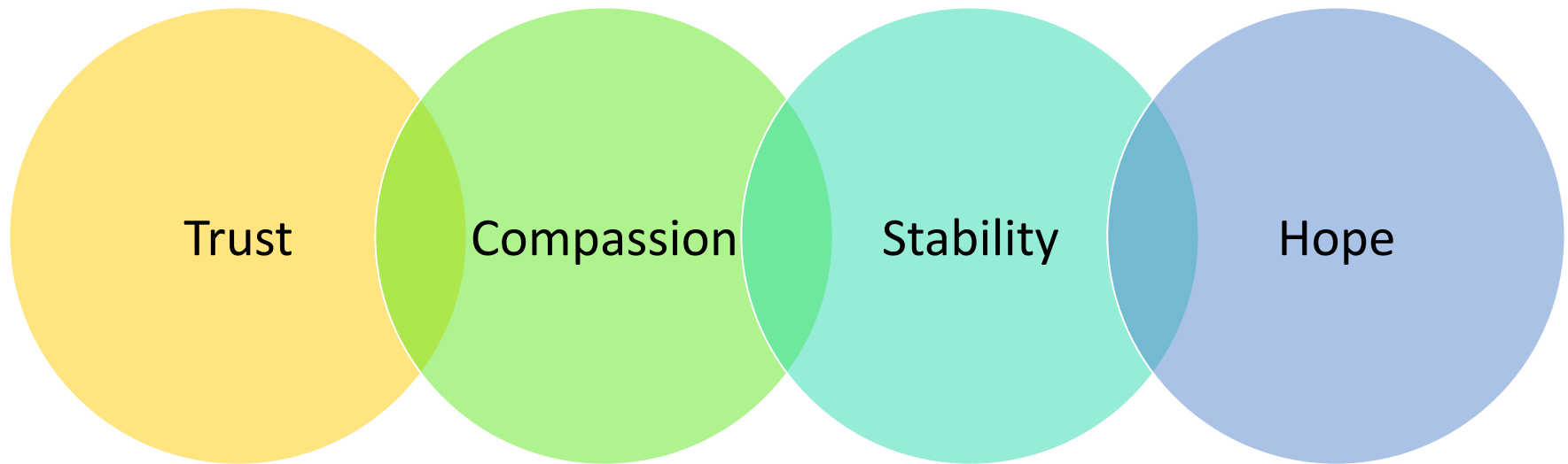
- **278,256** possible unique combinations.
- **33,390,720** different permutations with unique order.



MOST EFFECTIVE LEADERS

- Continually invest in strengths
- Surround themselves with the right people in order to maximize their team
- Understand their followers needs





Followers Basic Needs

FOLLOWERS BASIC NEEDS: TRUST



- Do your followers trust you?
- 1 in 12 employees are engaged at work when they do not trust the company's leaders.
- Respect, integrity, and honesty are the results of a strong relationship built on trust.

Followers Basic

Need of :

Compassion

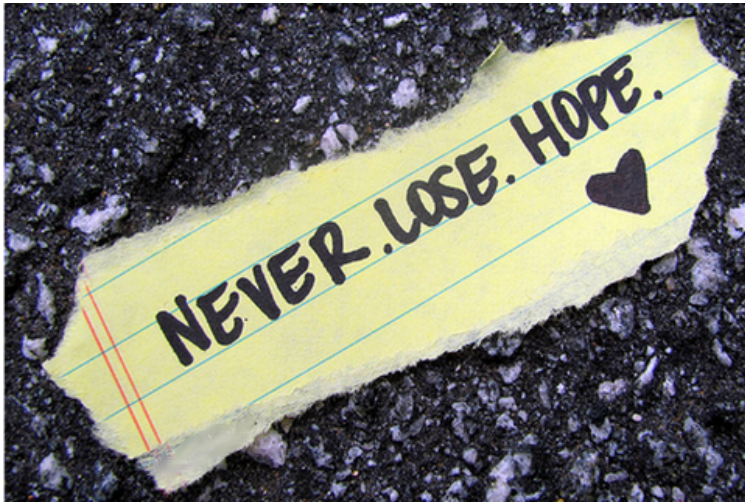
- Care
- Friendship
- Happiness
- Love
- What would be the benefits of showing compassion?

FOLLOWERS BASIC NEEDS: STABILITY



- Do your followers know they can count on you in a time of need?
- Followers need to know that your core values are stable.
- Human beings have the need for security.
- **How will you use your strengths to provide stability for your followers?**

FOLLOWERS BASIC NEEDS: HOPE



- Do your followers feel enthusiastic and hopeful about the future?
- Hope allows people to see a way through chaos and complexity.
- The absence of hope results in loss of confidence, disengagement, and helplessness.
- **How will you use your strengths to bring about hope?**

“There’s a crucial phenomenon inherent in employee (student) engagement: Employees (Students) don’t want to be coddled; they want to *matter*. They want to be part of something greater than themselves, and they want to know how they contribute to that something. They want to be heard, and above all, they *do not* want to be ignored.” -Brian Brim and Jim Asplund

Driving Engagement by Focusing on Strengths

Gallup Management Journal

Let's Review!

What did we learn today?