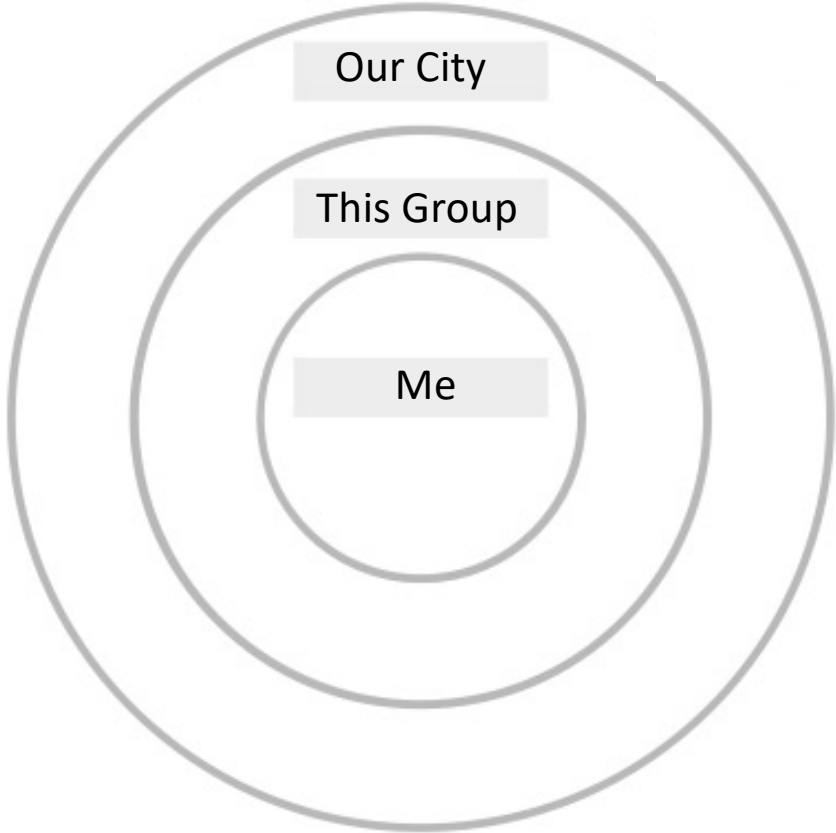




## Engagement Best Practices

Let's identify behaviors that would give this workshop the best outcome:

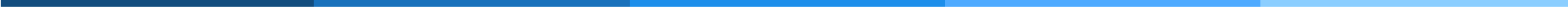
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Our City

This Group

Me





**Find Focus,  
Fight Distraction**

# Attention Span

A Groundbreaking Way to  
Restore Balance,  
Happiness and Productivity

**Gloria Mark, PhD**

"[A] must-read for anyone concerned about our  
diminishing attention."

—Cal Newport, *New York Times* bestselling author

We do so many things automatically when we use our devices—like grabbing our phones, or checking email, news, or social media. We can gain control by becoming intentional in our actions, which means **we need to raise these unconscious actions to a conscious awareness . . .**"

# CliftonStrengths

Data Points

- ✓ 33,000,000 *Strengths* variables.
- ✓ 1/250,000 will have the **same top 5** (not in same order)
- ✓ Our top 5 makes us who we are as **individuals**
- ✓ Imagine what you can accomplish when you pair up your Strengths towards a *shared vision*!

30,100,000  
People

# CliftonStrengths



## Domains

Where you make your **greatest contribution**.



## Talent Themes

Your **natural way** of thinking, feeling or behaving.



## Top Strengths

Your ability to provide **consistent performance** in a given activity.

---

# CS Guiding Principles

Themes are neutral  
Themes are not labels  
Lead with positive intent  
Differences are advantages  
People need one another

# CliftonStrengths 4 Domains

## EXECUTING

People with dominant Executing themes make things happen.

## INFLUENCING

People with dominant Influencing themes take charge, speak up and make sure others are heard.

## RELATIONSHIP BUILDING

People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

## STRATEGIC THINKING

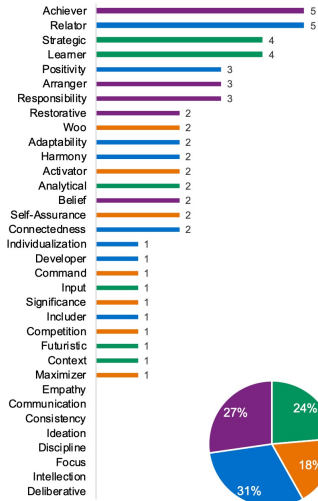
People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.

*Strengths* is about how you are smart  
vs.  
how smart you are.

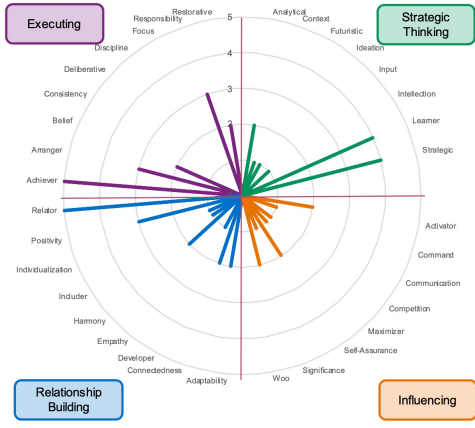
Smart teams play to their collective  
*Strengths*.



Team Summary

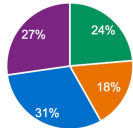


Aly Mancini  
Barbara Voss  
Carol Pirsztuk  
Chris Pimentel  
Darrell George  
Drew Boyles  
Eliac Sassoon  
jaime bermudez  
Lance Giroux  
Ryan Baldino  
Tracy Weaver

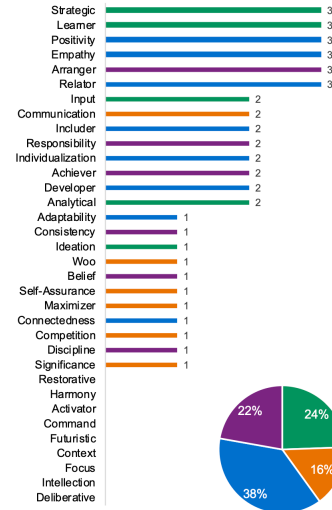


Domains	People	Themes
Strategic Thinking	9	13
Influencing	5	10
Relationship Building	10	17
Executing	9	15

11 People



Team Summary

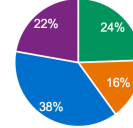


Diemma Wheaton  
Frank Glynn  
Kimberlie Linn  
marisa janicek  
Melissa Gooden  
Melissa Moore  
Meredith Beachly  
Michael Wagner  
Tracey Miller-Zameke



Domains	People	Themes
Strategic Thinking	8	11
Influencing	5	7
Relationship Building	7	17
Executing	5	10

9 People



**Team Top 5**

## As a team we bring

## As a team we need

## As a team we are motivated by

45%	<b>Achiever</b>	intensity and stamina of effort	freedom to work at my own pace	completing tasks
45%	<b>Relator</b>	social depth and transparency	time and opportunities for one-on-one interactions	close, caring, mutual relationships
36%	<b>Strategic</b>	creative anticipation, imagination, persistence	freedom to make mid-course corrections	seeing a way when others assume there is no way
36%	<b>Learner</b>	a learning perspective	exposure to new information and experiences	to live on the frontier/the cutting edge
27%	<b>Positivity</b>	contagious energy and enthusiasm	freedom to experience the joy and drama of life	living life to its fullest

**Team Top 5**

## As a team we bring

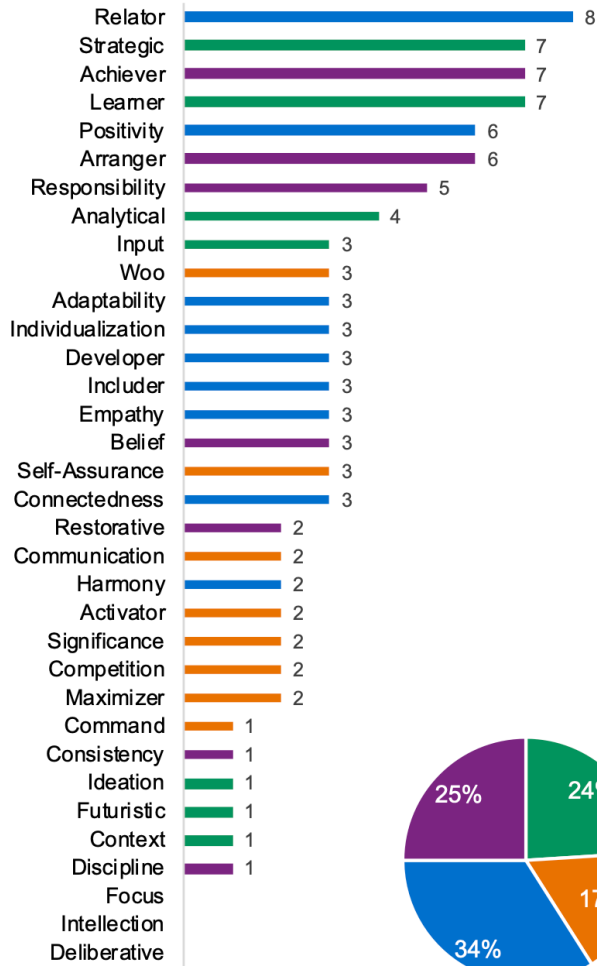
## As a team we need

## As a team we are motivated by

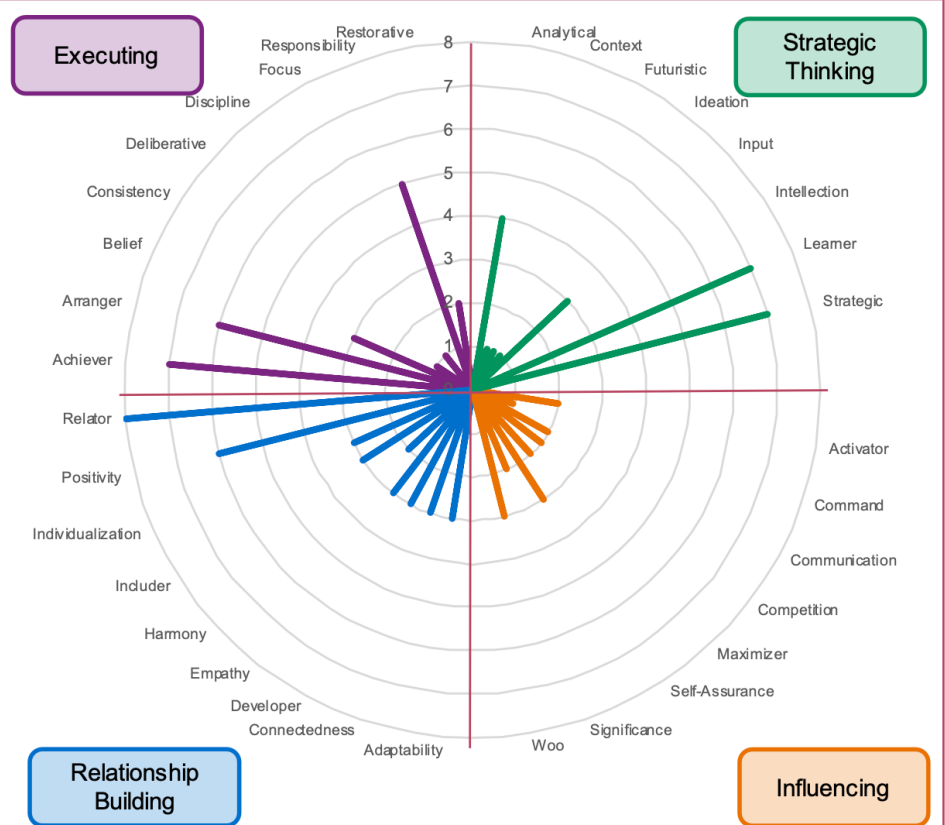
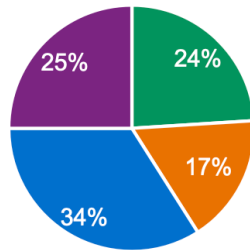
33%	<b>Strategic</b>	creative anticipation, imagination, persistence	freedom to make mid-course corrections	seeing a way when others assume there is no way
33%	<b>Learner</b>	a learning perspective	exposure to new information and experiences	to live on the frontier/the cutting edge
33%	<b>Positivity</b>	contagious energy and enthusiasm	freedom to experience the joy and drama of life	living life to its fullest
33%	<b>Empathy</b>	emotional intelligence	freedom to laugh, cry, vent	the gladness, sadness, madness of humanity
33%	<b>Arranger</b>	flexibility and interactivity	a dynamic environment	initiating and managing necessary change

Representing the Top 5 Themes

## Team Summary



Aly Mancini  
 Barbara Voss  
 Carol Pirsztuk  
 Chris Pimentel  
 Darrell George  
 Diemma Wheaton  
 Drew Boyles  
 Elias Sassoon  
 Frank Glynn  
 jaime bermudez  
 Kimberlie Linz  
 Lance Giroux  
 marisa janicek  
 Melissa Gooden  
 Melissa Moore  
 Meredith Beachly  
 Michael Wagner  
 Ryan Baldino  
 Tracey Miller-Zameke  
 Tracy Weaver

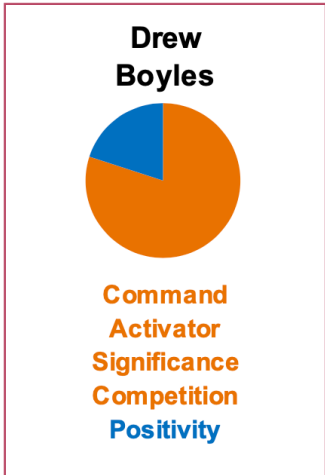
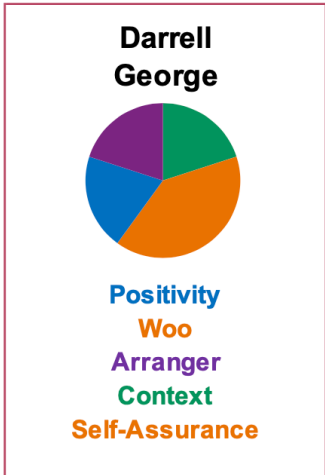
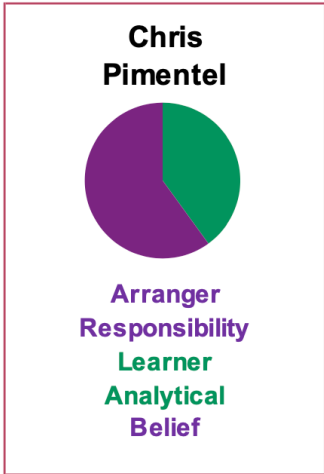
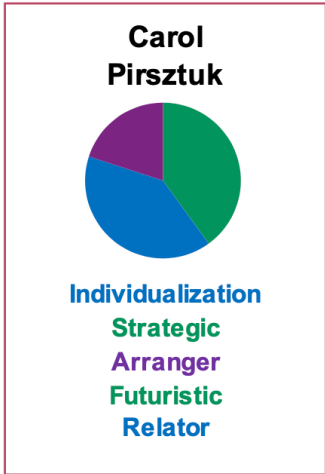
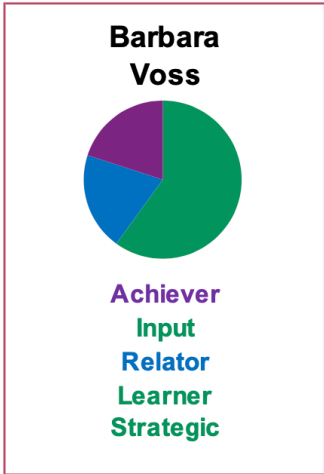
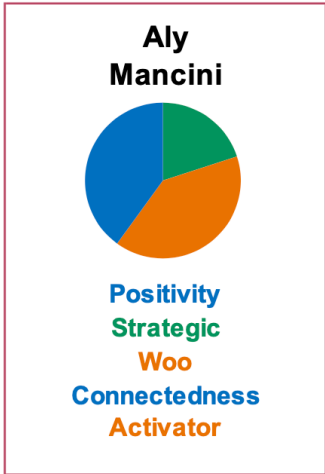


Domains	People	Themes
Strategic Thinking	17	24
Influencing	10	17
Relationship Building	17	34
Executing	14	25

20 People

<b>Team Top 5</b>	<b>As a team we bring</b>	<b>As a team we need</b>	<b>As a team we are motivated by</b>
40% <b>Relator</b>	social depth and transparency	time and opportunities for one-on-one interactions	close, caring, mutual relationships
35% <b>Strategic</b>	creative anticipation, imagination, persistence	freedom to make mid-course corrections	seeing a way when others assume there is no way
35% <b>Achiever</b>	intensity and stamina of effort	freedom to work at my own pace	completing tasks
35% <b>Learner</b>	a learning perspective	exposure to new information and experiences	to live on the frontier/the cutting edge
30% <b>Positivity</b>	contagious energy and enthusiasm	freedom to experience the joy and drama of life	living life to its fullest

Representing the Top 5 Themes



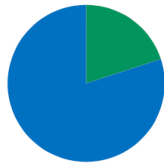
Strategic Thinking

Influencing

Relationship Building

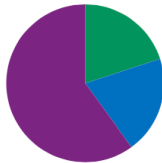
Executing

**Frank  
Glynn**



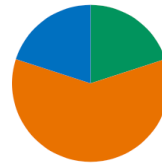
**Adaptability**  
**Learner**  
**Developer**  
**Includer**  
**Relator**

**jaime  
bermudez**



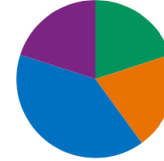
**Responsibility**  
**Achiever**  
**Belief**  
**Learner**  
**Relator**

**Kimberlie  
Linz**



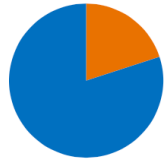
**Strategic**  
**Communication**  
**Self-Assurance**  
**Competition**  
**Individualization**

**Lance  
Giroux**



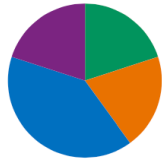
**Restorative**  
**Strategic**  
**Self-Assurance**  
**Adaptability**  
**Relator**

**marisa  
janicek**



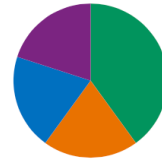
**Includer**  
**Empathy**  
**Woo**  
**Positivity**  
**Developer**

**Melissa  
Gooden**



**Strategic**  
**Relator**  
**Maximizer**  
**Arranger**  
**Empathy**

**Melissa  
Moore**



**Input**  
**Individualization**  
**Strategic**  
**Arranger**  
**Significance**

**Meredith  
Beachly**



**Ideation**  
**Learner**  
**Arranger**  
**Positivity**  
**Achiever**

**Strategic Thinking**

**Influencing**

**Relationship Building**

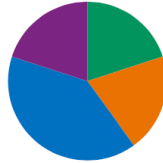
**Executing**

**Michael  
Wagner**



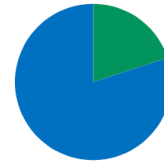
**Consistency**  
**Learner**  
**Belief**  
**Analytical**  
**Responsibility**

**Ryan  
Baldino**



**Relator**  
**Harmony**  
**Achiever**  
**Analytical**  
**Maximizer**

**Tracey  
Miller-Zarneke**



**Input**  
**Positivity**  
**Empathy**  
**Connectedness**  
**Relator**

**Tracy  
Weaver**



**Developer**  
**Achiever**  
**Adaptability**  
**Connectedness**  
**Responsibility**

Strategic Thinking

Influencing

Relationship Building

Executing



### Team Strengths Grid

	Strategic Thinking								Influencing								Relationship Building								Executing																						
	24%				17 People				24				17%				10 People				17				34%				17 People				34				25%				14 People				25		
	Analytical	Context	Futuristic	Ideation	Input	Intellection	Learner	Strategic	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative													
20 People	4	1	1	1	3	0	7	7	2	1	2	2	2	3	2	3	3	3	3	3	2	3	3	6	8	7	6	3	1	0	1	0	5	2													
Name																																															
Melissa Moore					1			3							5								2				4																				
Ryan Baldino	4												5								2				1	3																					
Meredith Beachly				1			2																	4		5	3																				
jaime bermudez						4																		5	2	2	3							1													
Drew Boyles									2	1		4			3									5																							
Darrell George		4												5		2								1			3																				
Lance Giroux							2							3			4								5										1												
Frank Glynn						2											1		3			4			5																						
Melissa Gooden							1						3							5	2		1		4		4																				
marisa janicek												2	4		3				5	2			5		4																						
Kimberlie Linz							1									3								5																							
Aly Mancini							2		5							3		4						1																							
Tracey Miller-Zameke					1													4						2	5																						
Chris Pimentel	4						3																	2	5		1	5						2													
Carol Pirsztuk			4					2																1	5		3																				
Elias Sassoon							3														5	4				2									1												
Barbara Voss					2		4	5																3		1																					
Michael Wagner	4						2																					3	1					5													
Tracy Weaver																	3	4	1							2								5													
Diemma Wheaton	5										2															3					4			1													



Theme Contributions and Needs  
**Jamie Douraghy**

	<b>I Bring</b> This is what I can contribute (The value I add)	<b>I Need</b> This is what I need (My Energizers)
<b>Belief</b>	<p>A service orientation.            A sense of trustworthiness.            Dependability and high ethics.            Stability, clarity and conviction.            A willingness to make sacrifices for things that are important.</p>	<p>Alignment between my work and my values.            A cause or purpose for which to strive.            A meaningful place to focus my drive and direction.</p>
<b>Context</b>	<p>An understanding of the link between the past and the future.            An appreciation of predecessors and prior events - looks backwards to solve a problem.            Accurate memories and valuable memorabilia.            Relevant information for decision-making.</p>	<p>Time to orient to the present.            Opportunities to ask questions.            An understanding of the history in order to proceed.            Chances to explain the thinking behind my actions.            Relevant background information for discussions and decisions.</p>
<b>Developer</b>	<p>A desire to help others grow.            Patience with the inexperienced.            An awareness of improvements in others.            A commitment (time and energy) in helping others improve.</p>	<p>Someone to invest in.            Interactions with others.            Freedom to encourage others' development.            Opportunities to recognize and praise others.</p>
<b>Positivity</b>	<p>Resilience in the face of failure.            A contagious energy and enthusiasm that will give any dark cloud a silver lining.            A fun-loving spirit that can get others excited.</p>	<p>Interactions with others to share a positive perspective.            Chances to encourage others.            Freedom to experience the joy and drama of life.            Opportunities to celebrate the success of others.</p>
<b>Relator</b>	<p>Social depth and transparency.            Informality that sets others at ease.            Solid, genuine, and mutually rewarding relationships that foster trust.            An ability to work hard with friends to achieve goals.</p>	<p>Opportunities for one on one interactions.            Time to learn about the goals of others.            Outlets to learn about the talents and strengths of those around me.            Opportunities to form meaningful, close relationships with colleagues.            People to be valued over processes.</p>

Themes 1 - 5

Prepared by Jamie Douraghy - lifeworkintegration

Reflect  
 Highlight  
 Share

The most effective teams have clear and compelling performance goals and outcomes. To maximize team performance, every member must:

*Be CONNECTED to a COMMON PURPOSE*

*COMMUNICATE with everyone effectively*

*COLLABORATE to find best methods to work together & leverage resources*

*CELEBRATE individual strengths and team successes*

# Successful Leaders Will

---



## Recognize

talents of others  
build on them to develop  
individual strengths.



## Understand

what team members  
need to be successful  
and productive.



## Connect

the dots to.....



## Create

ways to maximize talent  
within people to achieve  
their tasks.

## 5 Truths of Strong Teams

- 1) Strong teams focus on results instead of conflict
- 2) Do what's best for the organization and move forward
- 3) Have equal importance to work life and personal life
- 4) Embrace diversity
- 5) Are magnets for talent

*Source: Gallup*