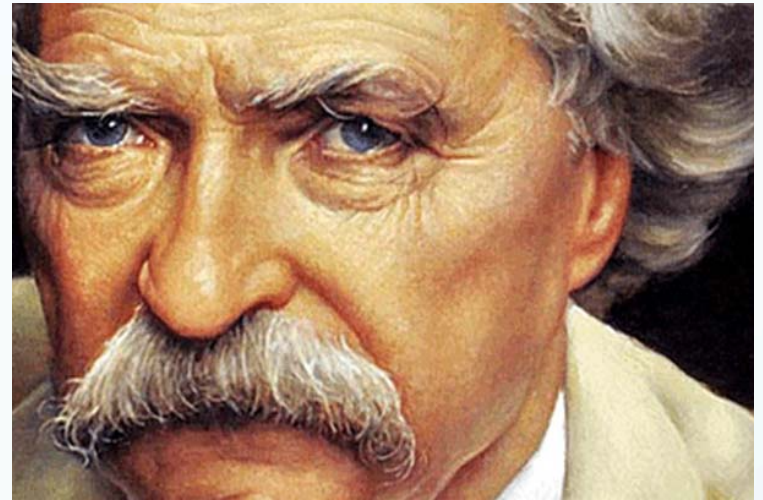


# *Quote instead of Preface*

The two most important days  
in your life are  
the day you are born  
and the day you find out why.



*Mark Twain*

# *From Talents 2 Strengths*

*Ivan Košalko*



GALLUP® CERTIFIED  
Strengths Coach



**INSPIRING TALENTS TO EXCELLENCE**

# Common Approach to Personal Growth

- Maintain strengths and work on fixing weaknesses.
- Identify improvement areas.
- Develop an improvement plan.

## Assumptions:

- Most, if not all, behaviours can be learned.
- The best in a role display the same behaviours.
- Weakness fixing leads to success.



# Example Roy Spence (GSD&M)



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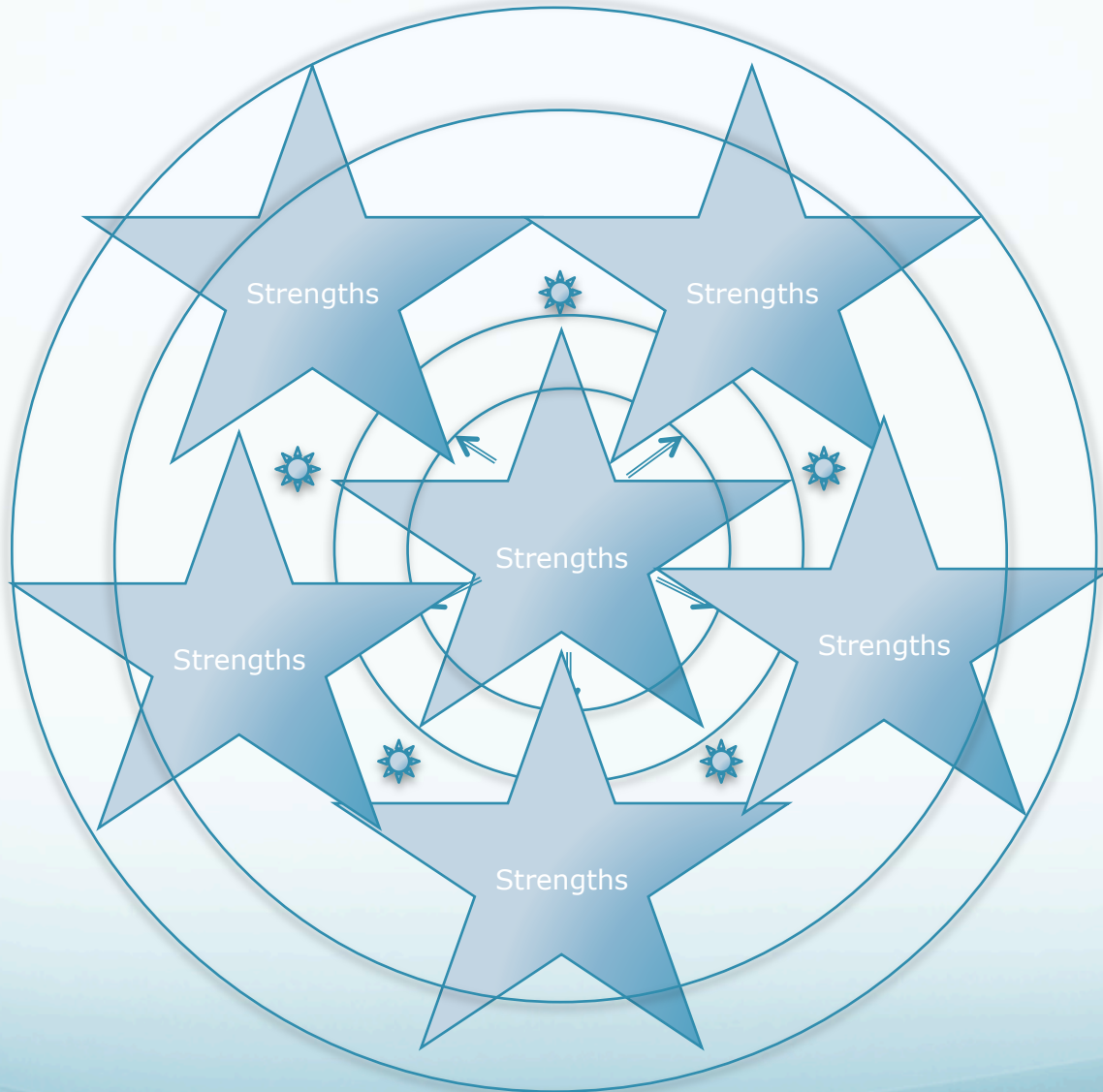
  
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# How Does It Work



# Strengths Based Approach to Personal Growth

- Focus on strengths and manage weaknesses.
- Identify talents and develop strengths.
- Only some behaviors can be learned.
- The best in a role deliver the same outcomes using different behaviors.
- Weakness fixing prevents failures.
- Strengths building leads to success.



# *Talent and Strengths*

- Talent is recurring pattern of thought, feeling or behaviour which can be productively applied.
  - Talents are about being.
- Strength is the ability to consistently produce a nearly perfect positive outcome in a specific task. To finish with strength, start with talent.
  - Strengths are about doing.

# 6 Clues to Talent

- YEARNING – To what kind of activities are you naturally drawn?
- SATISFACTION - What activities give you a kick, either while doing them or immediately after finishing them, and you think, “When can I do that again?”
- RAPID LEARNING – What kind of activities do you seem to pick up quickly?
- GLIMPSES OF EXCELLENCE – During what activities have you had moments of subconscious excellence when you thought, “How did I do that?”
- FLOW – In what activities did you seem to automatically know the steps to be taken?
- TIME – During what activities did you forget about time?



# *But...*

“Most people think they know what they are good at. They are usually wrong. ... And yet, a person can perform only from strength.”



Peter Drucker

# 10 Life Principles by P. Drucker

1. Find out who you are.
2. Reposition yourself for full effectiveness and fulfillment.
3. ....
4. ....
5. ....

# *Once More Roy Spence*

Where your talents/strengths and  
the needs of the world intersect,  
therein lies your purpose.

# *What's Your Purpose/Mission?*

- Mission is not privilege of the famous people.
- Mission acts as vitamins for strengths.
- Goals die, mission survives.
- Mission can change during one's life though.
- Mission gives life a meaning.

# Why Coaching?

- Did it happen to you that:
  - You did something differently than you wanted?
  - You are different (to certain extent) than you wanted to be?
  - You missed candid feedback?
  - You were uncertain, in which direction to focus your personal growth?
  - You were not able to decide, which path to your goal to choose?

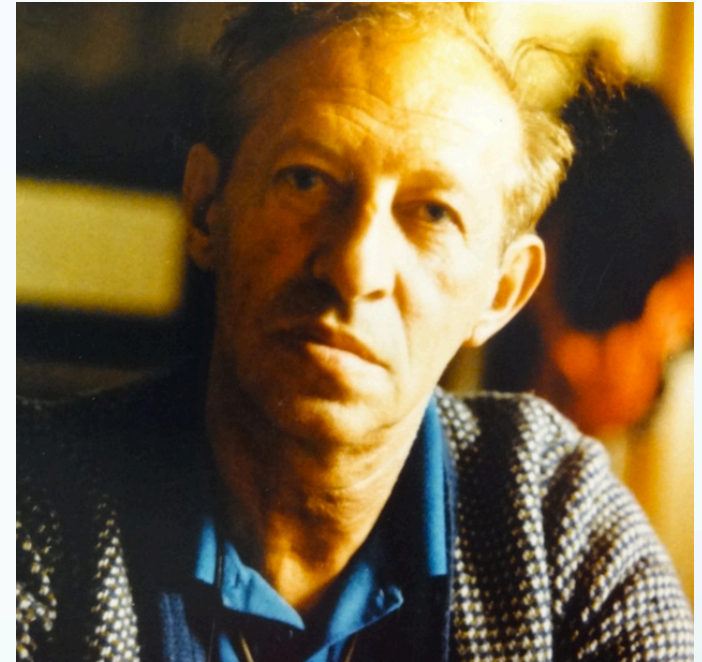
# *What Do Strengths Coaches Do?*

3

- They support leaders in meeting expectations and needs of their followers.
- What the followers expect from their leaders?
  - Trust
  - Compassion
  - Stability
  - Hope

# One More Quote

People have only one  
thing in common;  
they are all different.



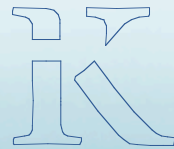
*Robert Zend*

# Devon a Tyler (Michigan State University)





***4 Domains***  
***34 Themes***



# 4 *Domains*

- Executing
- Influencing
- Relationship Building
- Strategic Thinking

# *Recommendation*

- People don't change that much.
- Don't waste time trying to put in what was left out.
- Try to draw out what was left in.
- That is hard enough.

# *Where you can take the assessment?*

- Clifton StrengthsFinder® in English, German and Spanish.

<https://www.gallupstrengthscenter.com>.

- Czech language should be available soon, too.

# *Quote (almost) at the Conclusion*

If somebody already is,  
then he should see to it  
that he be. And when he  
sees that he be and is,  
then he must make sure,  
that he is what he is, and  
is not what he isn't – as it  
is in many cases.



*Jan Werich*

# Recommended Reading

## Developing Employees' Strengths Boosts Sales, Profit, and Engagement

**DEVELOPING EMPLOYEES** DIGITAL ARTICLE by Brandon Rigoni, Ph.D. and Jim Asplund

Seven ways to do it.

 SAVE  SHARE

SEPTEMBER 01, 2016



Harvard Business Review,  
<https://hbr.org/topic/developing-employees>