



StrengthsFinder 2.0

By Tom Rath

StrengthsFinder 2.0 is designed to help you identify your key strengths. However, it can also be used by leaders to look for the strengths in those we lead. This is important because “people who do have the opportunity to focus on their strengths every day are six times as likely to be engaged in their jobs and more than three times as likely to report having an excellent quality of life in general.”

I personally devote equal time to *developing* strengths and *overcoming* weaknesses. By identifying your strengths, you will be more aware of opportunities to use those strengths so that you can lean into your gifting. “When we’re able to put most of our energy into developing our natural talents, extraordinary room for growth exists...Across the board, having the opportunity to develop our strengths is more important to our success than our role, our title, or even our pay. In this increasingly talent-driven society, we need to know and develop our strengths to figure out where we fit in.” “The most successful people start with dominant talent — and then add skills, knowledge, and practice to the mix.”

“Most of us don’t have the luxury to simply stop doing necessary tasks just because we aren’t naturally good at them. When you must attend to details, you might need to establish systems to manage your lesser talent and keep things on track. If maintaining your daily schedule is a detail you dread, there are several options, ranging from a day planner to an electronic calendar.”

We will always have parts of our job that are not a strength of ours, in those areas, knowing our strengths can help in a few ways: 1. We can *alternate* work on strengths and weaknesses so that we maintain energy, 2. we can look for ways to *eliminate* weak areas, 3. we can find a way to *automate* or *simplify* it weak areas, 4. we can delegate weak areas to someone who has that strength, 5. we can collaborate with others to overcome our weaknesses, or 6. we can find a crutch (like the electronic calendar that beeps at us). Knowing your strengths as a leader can allow you to invest your key energy in the areas that will yield the greatest fruit, and knowing you weaknesses will allow you to empower others to be involved and use their own gifting. As leaders, we can’t do it all. If we try, we may do it all, but it will be done very poorly.

When you buy the book, you get a code to take a test. (MAKE SURE YOU GET A BOOK WITH THE CODE). After taking the test you will get a summary of your top 5 strengths.

Below is a brief summary of each of the 34 strengths in the book. For more detailed info, click on each title. As leaders, you can use this as a quick summary or review as you are looking for how your team is gifted.

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STRATEGIC THINKING

Analytical:

Search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.

Context:

Enjoy thinking about the past. They understand the present by researching its history.

Futuristic:

Inspired by the future and what could be. They energize others with their visions of the future.

Ideation:

Fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Input:

Need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

Intellection:

Characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

Learner:

Have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

Strategic:

Create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

RELATIONSHIP BUILDING

Adaptability:

Prefer to go with the flow. They tend to be "now" people who take things as they come and discover the future one day at a time.

Connectedness:

Have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.

Developer:

Recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.

Empathy:

Can sense other people's feelings by imagining themselves in others' lives or situations.

Harmony:

Look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

Includer:

Accept others. They show awareness of those who feel left out and make an effort to include them.

Individualization

Are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

Positivity:

Have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.

Relator:

Enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

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INFLUENCING

- Activator:** Can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.
- Command:** Have presence. They can take control of a situation and make decisions.
- Communication:** Generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
- Competition:** Measure their progress against the performance of others. They strive to win first place and revel in contests.
- Maximizer:** Focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
- Self-Assurance:** Feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.
- Significance:** Want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.
- Woo:** Love the challenge of meeting new people and winning them over. They derive

EXECUTING

- Achiever:** Work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.
- Arranger:** Can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.
- Belief:** Have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.
- Consistency:** Are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.
- Deliberative:** Are best described by the serious care they take in making decisions or choices. They anticipate obstacles.
- Discipline:** Enjoy routine and structure. Their world is best described by the order they create.
- Focus:** Can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.
- Responsibility:** Take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
- Restorative:** Are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.