

# Leading with Strengths

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**Strengths-Based Culture:** A culture where leaders, managers and employees create organic growth through each person's potential and the maximization of that potential within a team. By routinely identifying innate tendencies and building strengths, a strengths-based culture is one where strengths development is integrated into the organization's mission, vision, values and processes, as well as into how people work, collide, coexist and make decisions every day.

**"We all have a genius within us and when one of us doesn't develop or use our special gift, a cosmic void takes place." - Madisyn Taylor**

## GUESS THE PERCENTAGE



Engaged Employees:

%

%

Actively Disengaged Employees:

%

%

Not Engaged Employees:

%

%

## THINK ABOUT IT



Gallup estimates that low employee engagement costs the global economy \$\_\_\_\_\_ or \_\_\_\_\_% of global GDP.

Gallup has found \_\_\_\_\_% of the variance in team engagement can be attributed to the manager.

A 2024 Gallup report found that \_\_\_\_\_% of employees voluntarily exiting say they could have been persuaded to stay.

\_\_\_\_\_% of workers are actively searching for new jobs (highest turnover risk since 2015)

It takes more than \_\_\_\_\_% pay raise to lure most employees away from a manager who engages them.

## YOUR TEAM PERCENTAGES



Engaged Employees: \_\_\_\_\_%

Actively Disengaged Employees: \_\_\_\_\_%

Not Engaged Employees: \_\_\_\_\_%

**REFLECTION:** Look at the numbers you identified for your team percentages and consider the following...

**What is it costing you/your organization?**

**What would you/your organization gain if employees were highly engaged?**

### Individual Reflection: Share with Teammates.

Why do people like to work for you? Follow you?

How do your employees “feel” by your leadership?

What is the impact of your strengths on your team’s level of trust and engagement?



**Diving into your Strengths:** Using your report, with which of your signature strengths (Top Five) do you most strongly identify? **Write that strength name here:** \_\_\_\_\_

**Name It!** What words or phrases in this theme description resonate strongly with you?

**Claim It!** When has this theme helped you be successful as a leader in the past?

**Aim It!** In what two ways could you start using this theme more intentionally?  
Be as specific as possible.

Think about one of your Top Five that **tends to frustrate you or others**. Why do you think this theme can be challenging?

How will you **adapt your preferred communication style** to better leverage your strengths?  
Why is that important?

What is the potential impact on your relationships?

## TEAM GRID EXERCISE: Populate the team grid and then discuss.

- How would you communicate with each other?
- What would leveraging your strengths look like?
- How high performing would you be?
- As a team, develop a brief description of your teams' collective Power and Edge (how would you describe your team?) Be creative, use vivid descriptions and have fun!

### 4 DOMAINS EXERCISE

EXECUTING

INFLUENCING

RELATIONSHIPS

STRATEGIC

### WRAP-UP



Today's learning experience can be easily replicated for your team/organization.

You identified two quick next steps to use your strengths more intentionally.

You shared and showed vulnerability

You emotionally bonded with your team!



**Want to dive deeper?** Schedule a free 30-minute exploration session to introduce you to the pathway of understanding how your strengths' power and edge can turn any difficult challenge or situation into an opportunity or gift. Expires:

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