

Utah Valley Conference

Boost Well-being
Through a Strengths-
Based
Culture



Paul Allen



Paul Allen
“The Lesser”

GALLUP®

ancestry®



Wanda Israelsen Allen







In all of us there is a hunger,
marrow-deep, to know our
heritage, to know who we are,
and where we came from.

-Alex Haley



Today, we'll discuss our individual strengths, and how each of us is different—we all need each other.



Let's demonstrate how different you
are from anyone else in this room.



Stand up
if you always...



Talk to people in
elevators, airplanes, stores,
and wherever you go.



Stand up
if you always...



Write down a list of things
to do and stick to it.



Stand up
if you always...



Need to pick someone to
race while driving.



Stand up
if you always...



Seek a familiar face
at a big party.



Stand up
if you always...



Tend to be skeptical
until given some
proof.



Stand up
if you always...



Trust your
intuition.



Stand up
if you always...



Clean your house or
apartment before
you can relax.



Stand up
if you always...



Have a color-coded, or
otherwise organized closet.



Stand up
if you always...



Push the elevator button
to “remind it you are
there.”



Stand up
if you always...



Figure out the plot of
the movie before anyone
else does.



Stand up
if you always...



Are accused of being “too
nice”.



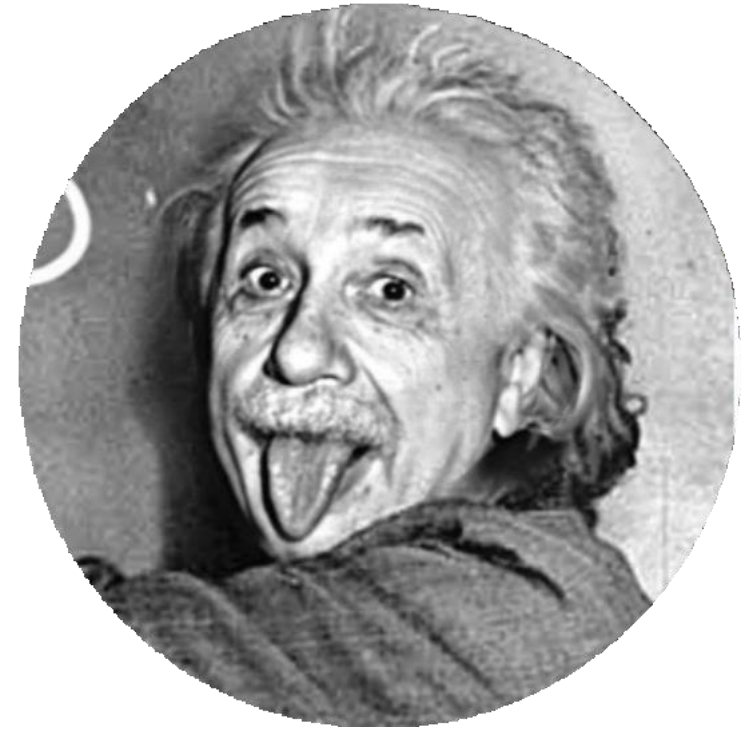
Stand up
if you always...



Loved being asked
to speak in
public.



Stand up
if you always...

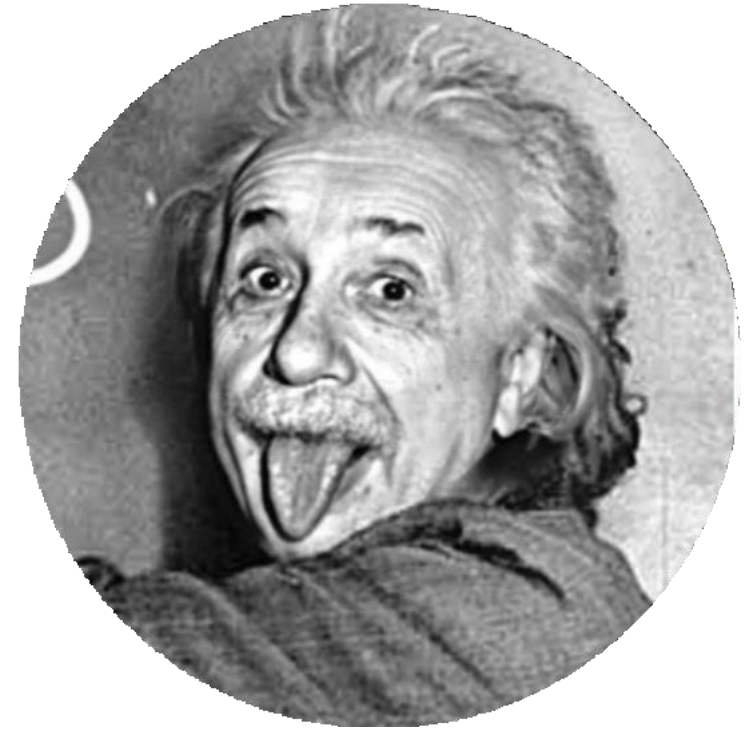


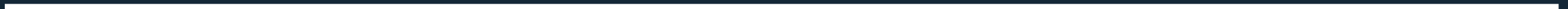
Believe you are a
genius at anything.



Everyone is a genius.
But if you judge a fish by
its ability to climb a tree, it will
live its whole life believing
that it is stupid.

- Albert Einstein





The next morning, he went on to swimming class. The instructor said, "Today we jump in the water." "Wait, wait. I talked to my parents about swimming. They didn't learn to swim. We don't like to get wet. I'd like to drop out of this course."

The instructor said, "You can't drop it. The add period is over. At this point you have a choice: Either you jump in the water or you fail the class." The rabbit jumped in. He panicked! He went down once. He went down again. Bubbles came up. The instructor saw he was drowning and pulled him out.

The other animals had never seen anything as funny as this wet rabbit who looked more like a rat without a tail, a rat that jumped, and barked, and laughed at the rabbit. The rabbit was more nervous than he had ever been in his life. He wanted desperately to get out of school. He was glad when it was over.

He thought that he would head home and tell his parents what happened and help him. When he arrived, he said to his parents, "I don't understand and I don't know what to do. I just want to be free."



From the co-author of the national bestseller
NOW, DISCOVER YOUR STRENGTHS comes

SOAR WITH YOUR STRENGTHS

**A SIMPLE YET REVOLUTIONARY
PHILOSOPHY OF BUSINESS
AND MANAGEMENT**

**Find out what you do well and do more of it.
Find out what you don't do well and control it.**

DONALD O. CLIFTON & PAULA NELSON



What do plants need to grow?



Water
Nitrogen
Phosphorus
Potassium
Carbon dioxide
Sunlight
Soil
Organic matter
Micro-organisms
Right temperature
Space
Time



What do humans need to grow?



Strengths
Family
Role
Models/Heroes
Habits
Work/Effort
Teachers
Mentors
Coaches
Books
Friends
Team
Groups/Network
Mission/Calling/Purpose
Experiences
Nature
Music/Theater/Arts
Opposition/Failure
Tools/Technology
LOVE

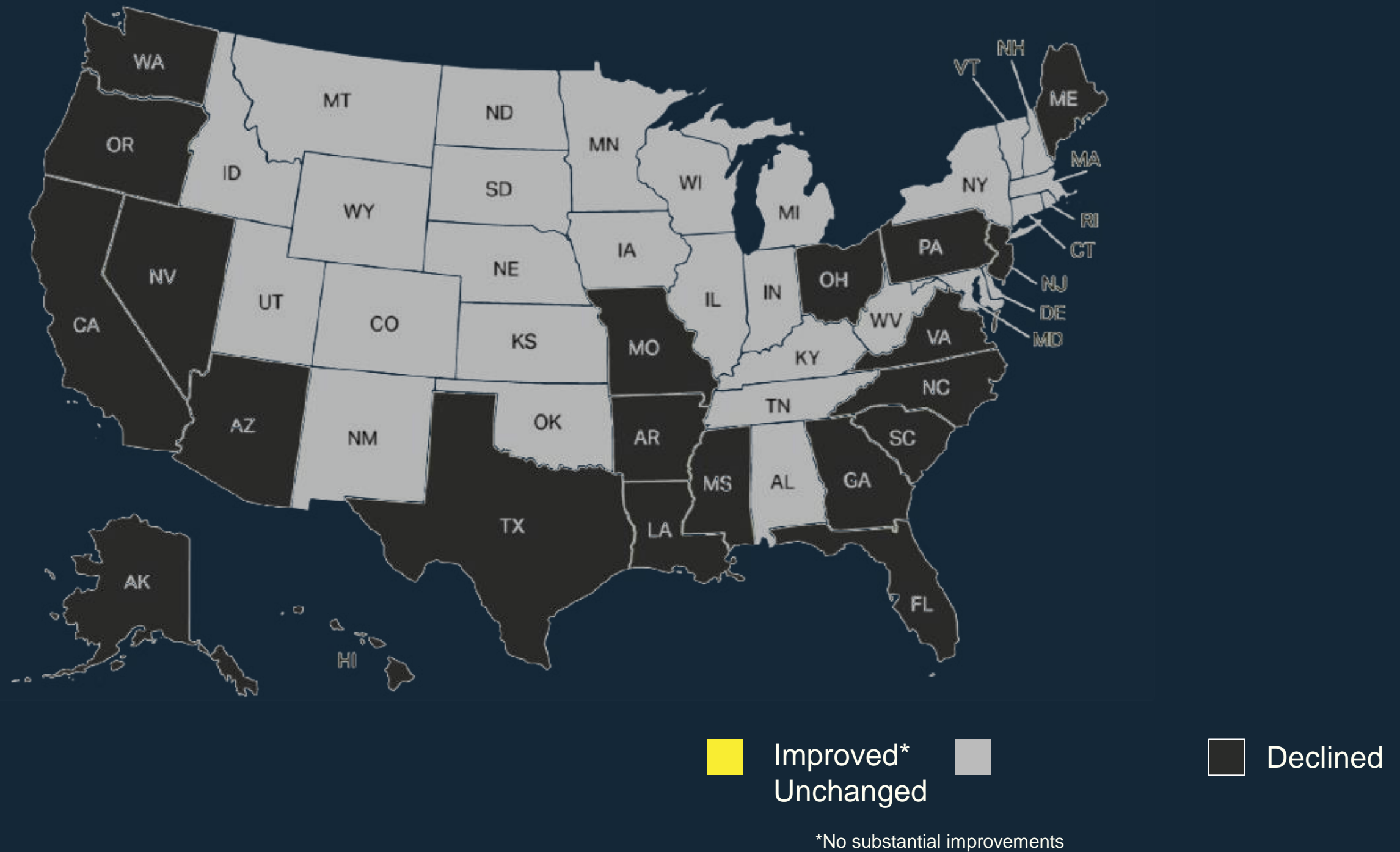


5 Elements of Wellbeing

Career Wellbeing
Social Wellbeing
Financial Wellbeing
Physical Wellbeing
Community Wellbeing



Well-Being Declines in Nearly Half of U.S. States, 2016 v 2017





Discover your identity
through family stories.



#1 Predictor of Resilience in children

Studies indicate that children learn resilience when they hear what their relatives before them have faced.





Every person needs to
have a Simba Moment when
you realize you you can
face hard things...



That deep within you,
you have potential for
greatness.



Have you had a Simba Moment?



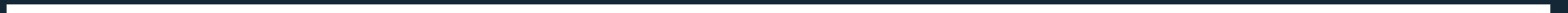


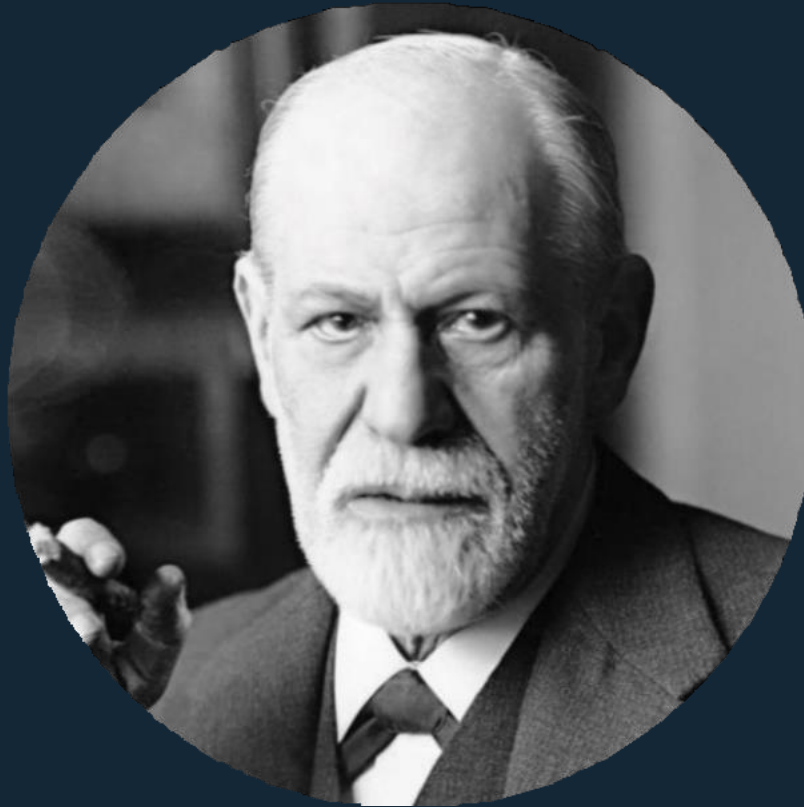
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Discover your strengths.

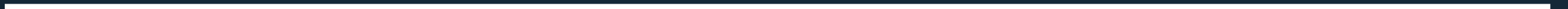


We no longer know how to see what's **right** with
us - or with others.





Sigmund Freud





What will happen when we think about what is right with people rather than fixating on what is wrong with them

- Don Clifton





Gillian, 5
Problem Child





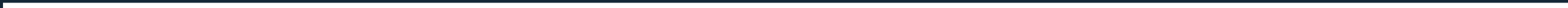


Steven, 12
Problem Child





SPIELBERG'S MOVIES





Debby Kratky



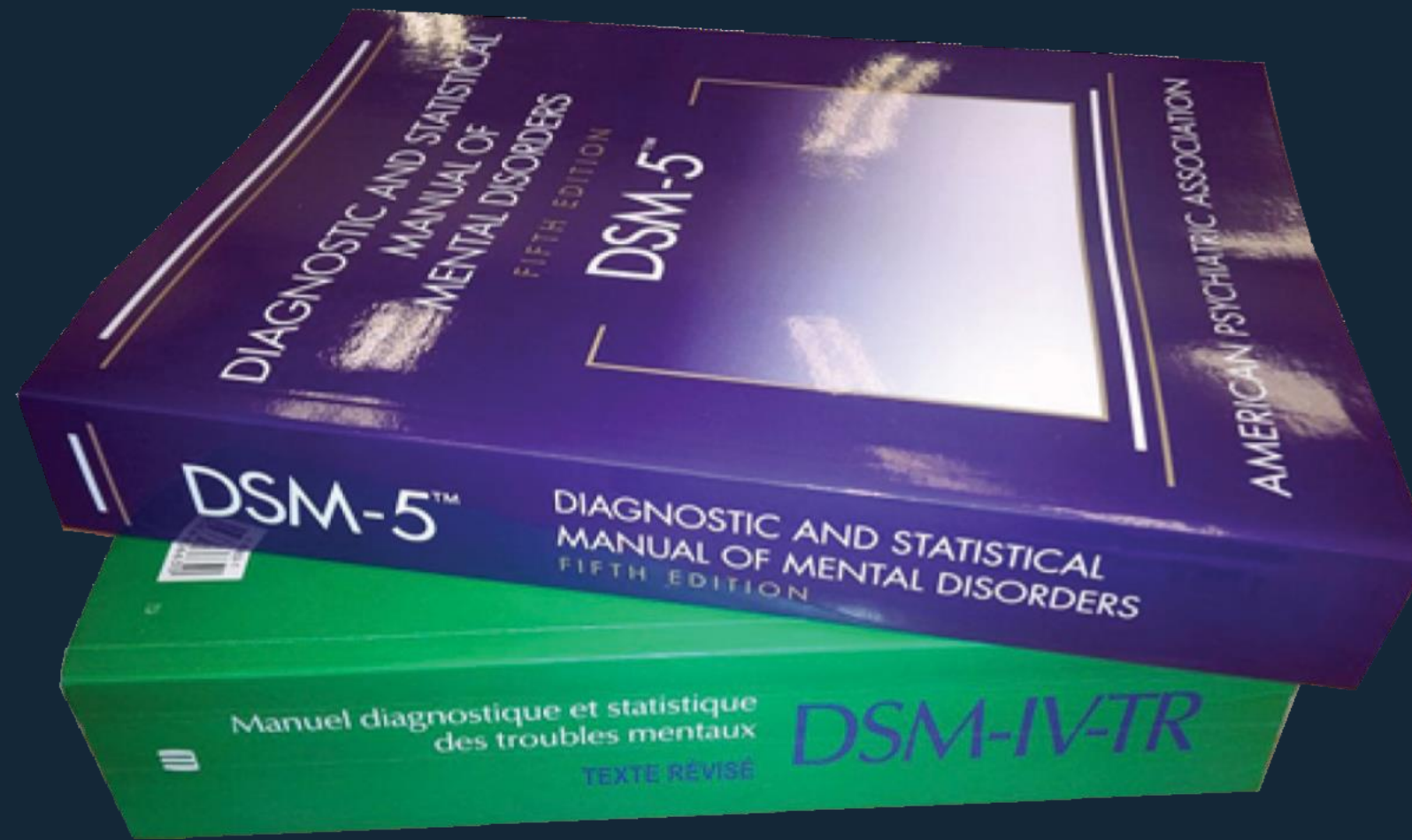


Mike Dauphinee



We need to spot what is right-
What is strong.







Don Clifton

World-renowned
psychologist. Created
taxonomy of human
talents.



Book-Buying



Learner
Input

Ideation

Intellection



Knowledge-Seeking

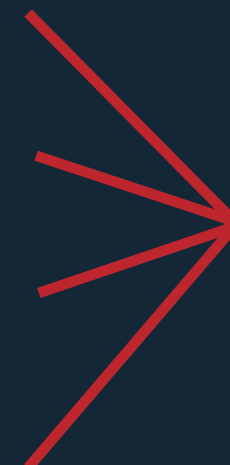
Library-Loving



Strategic

Analytical

Competition



Hyper-Growth Pursuing

Activator

Tech



Achiever

Entrepreneur

Futuristic



Executing

Know how to
Make things happen

Achiever

Arranger

Consistency

Deliberative

Discipline

Focus

Responsibility

Restorative

Influencing

Know how to
take charge,
speak up,
and make sure
team is heard

Activator

Command

Communication

Competition

Maximizer

Self-Assurance

Significance

Woo

Relationship Building

Build Strong
relationships and make
the team greater than
the sum of parts

Adaptability

Connectedness

Developer

Empathy

Harmony

Includer

Individualization

Positivity

Relator

Strategic Thinking

Help teams consider
what could be.
Absorb and Analyze
information informing
better decisions.

Analytical

Context

Futuristic

Ideation

Input

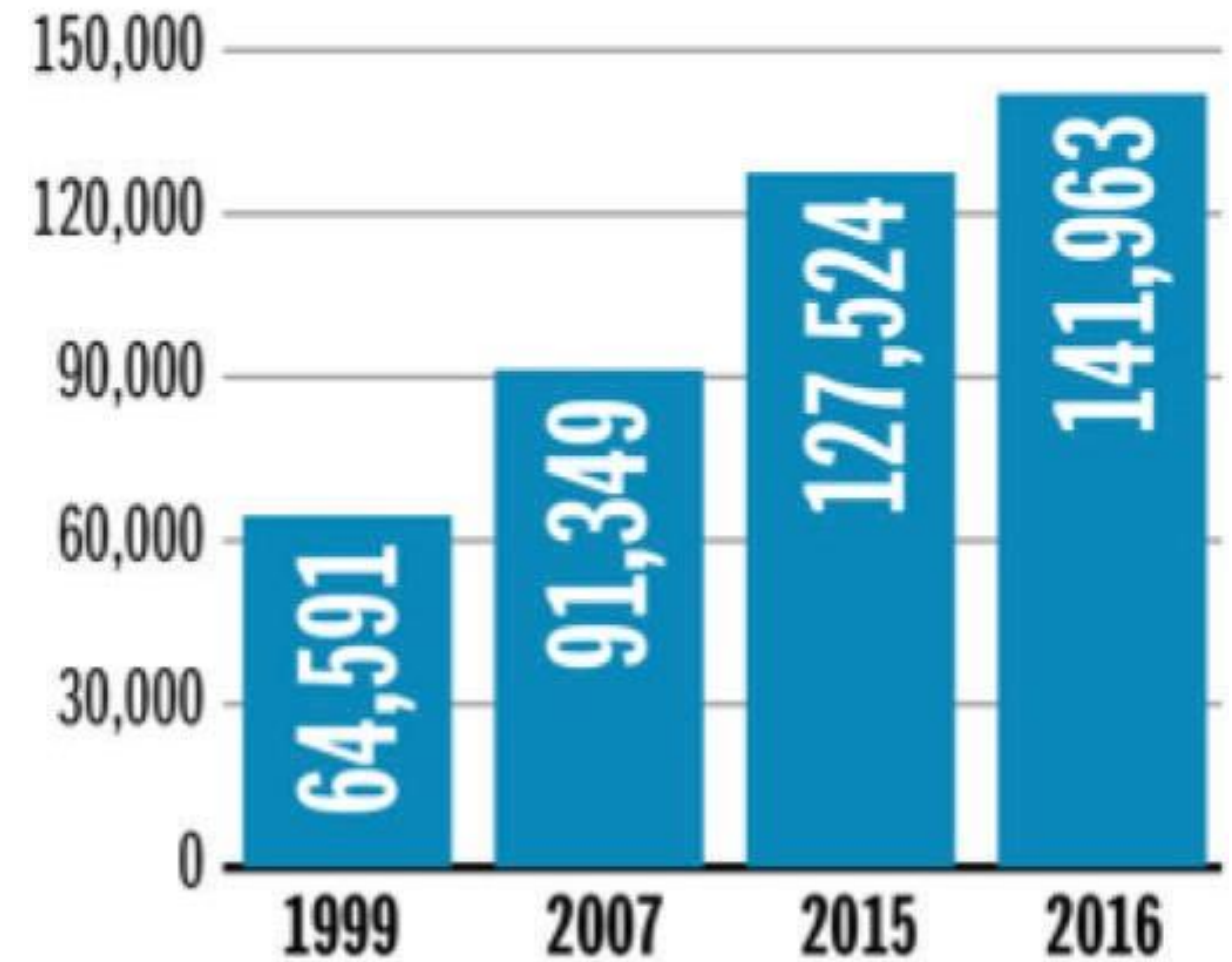
Intellection

Learner

Strategic



Rise of despair deaths in America



NOTE: *Drug- or alcohol-induced causes or suicide.





Don Clifton

Expectations (High, Low, Right, Wrong)

Aligning expectations with talent

Wrong expectations destroys people

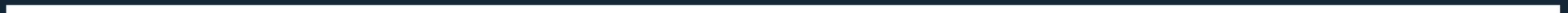


So what are your Strengths?



" Most Americans do not know what their strengths are. When you ask them they look at you with a blank stare or they respond in terms of subject knowledge, which is the wrong answer. "

- Peter Drucker



Five Clues to Talent

Yearnings

Rapid

Learning Flow

Satisfaction

Glimpses of
Excellence





6th Clue

What did you get in trouble for?

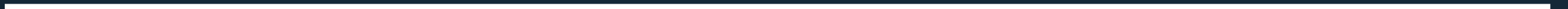


7th Clue

What do others notice and say about you?



Have you had a **Strengths** Moment?



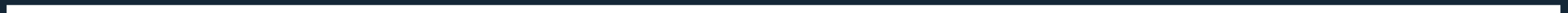


3

Use your strengths.
Every day.



90,000
Hours



We all want positive environments.
Why is our work culture so negative?



A landmark study found negative emotions
cut 10 years off a person's life.

Cigarettes cut 5.5 years.



Gallup found 65% of workers
received no recognition or
praise from their managers.

Why?



3 Types of Managers

Strengths Focused

Negative

20% chance of workers being actively disengaged

Neglectful

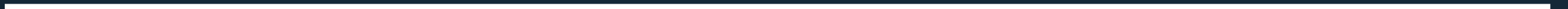
40% chance of workers being actively disengaged



People with bad bosses have a
33% higher chance of stroke.



Strengths focused managers have work forces that were 99% engaged.



People who focus on
strengths at work are
6 times more engaged and...

3 times more likely to
report excellent
overall wellbeing.



Disengagement

More likely to...

Be diagnosed with depression

Be diagnosed with heart disease

Have workplace accidents

Have high blood pressure
and cholesterol

*According to Gallup
Survey



10000111
00011000
011100011
000001110

Analytical®

I am (being)	→	logical and objective in approach
I will (doing)	→	find simplicity in the midst of complexity
I bring (contribution)	→	dispassionate thinking to emotional issues
I need (requirement)	→	time to think
I love (value)	→	data and facts
I hate (value)	→	things that are not or cannot be proven
Metaphor/Image	→	a reduction — boiling down to essence
Barrier Label	→	paralysis by analysis

Theme Contrast:

Analytical:	My head guides me.
Empathy:	My heart guides me.
Analytical:	Truth is objective and must be measured.
Connectedness:	Truth is spiritual and may be invisible.



We are all different

34 Strengths + 34
Needs

(This alone can turn a poor manager
into a good manager)





Steven Covey

“One of the most important things we can do as parents, teachers and leaders is to affirm people--to believe in them, see their innate potential, and treat them accordingly, to elevate them in their own eyes.”



R elationship

I nfluencing

S trategic Thinking

E xecution



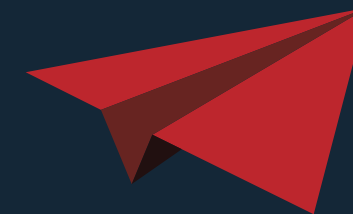
RISE



Together, we can make a
strength based world



I invite you to
Soar With Your
Strengths



FREE
STRENGTHSSURVEY.COM

