



# Strengths Discovery

## Celebrating Strengths in Others!



MANDELA  
WASHINGTON  
FELLOWSHIP  
FOR YOUNG AFRICAN LEADERS



boldly  
**QUIET**

# Agenda

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- 1 Quick Review
- 2 Homework reflection
- 3 Five Clues to Talent
- 4 How Full is Your Bucket
- 5 Homework and Wrap-up

# Key Terms

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- **Talent** – raw capacity/untapped potential for accomplishment
- **Strength** – repeatable capacity for great accomplishment
- **Weakness** – anything that gets in the way of success (limited potential and talent blindspots)
- **Non-Weakness** – not a talent, but not a problem

**Talent x Investment = Strength**

**Weakness x Investment =  
Prevention of Failure**

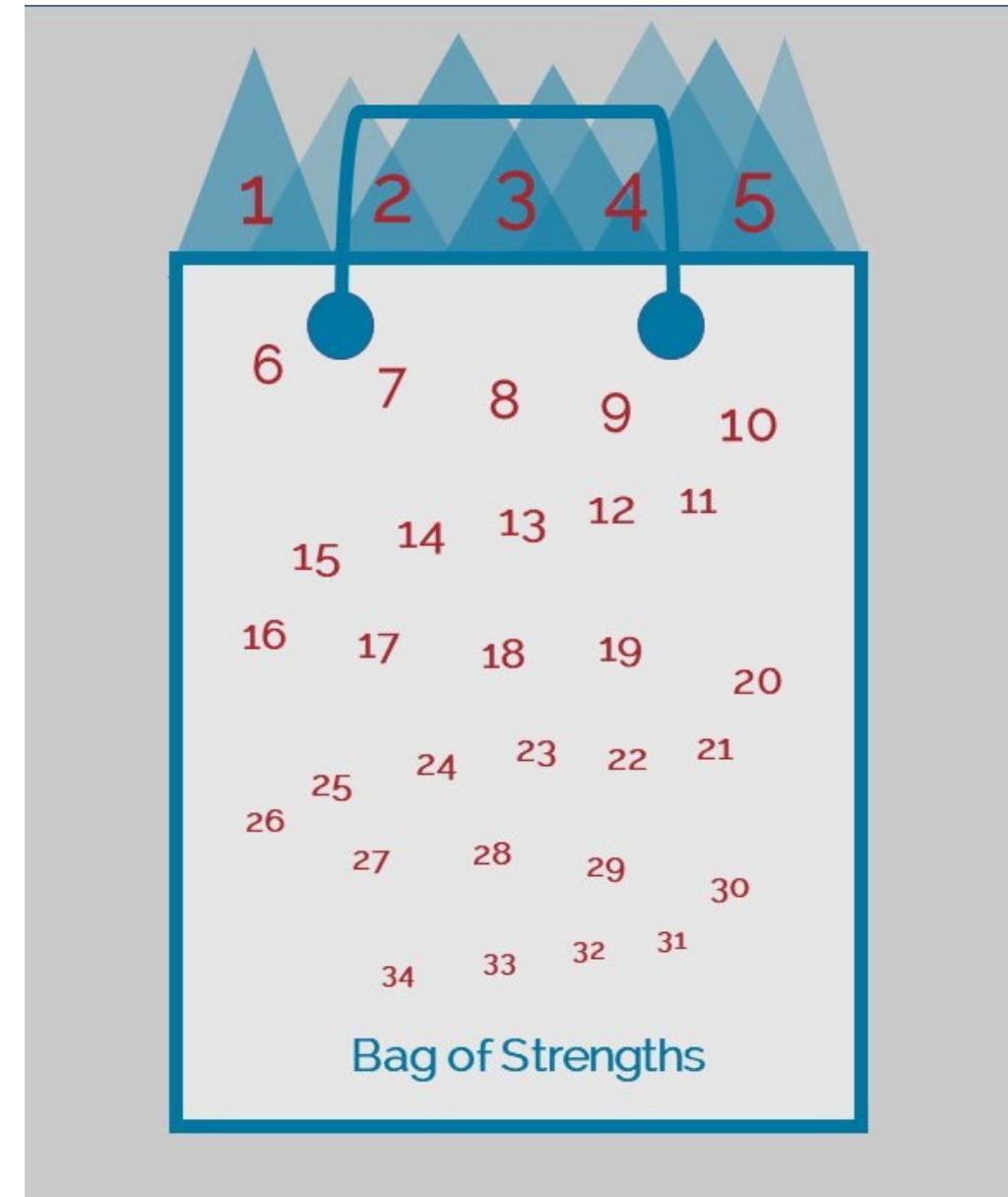
# 34 Talent Themes

1-5 are always available—  
whether you want them or not!

6-15 are close to the top of the bag—  
pretty easy to access

16-29 are in the middle of the bag—pretty hard to  
access

30-35 are in the bottom of the bag—very hard to access



# How to Handle Weaknesses

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- **Don't** ignore them
  - Understand how they get in your way
- **Don't** try to fix them
  - Weaknesses will never turn into strengths; weakness fixing only prevents failure
  - Weakness fixing takes effort away from developing strengths
- **Do** learn to manage them
  - Use your strengths to achieve success (even though it may look a little different)
  - Partner with someone who can help you
  - Do your best

# HOMEWORK

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WHEN I LOOK AT MY UNIQUE COMBINATION OF STRENGTHS:

1. You get the best of me when...
2. You get the worst of me when...
3. You can count on me to...
4. What I need from you is...

# Celebrating the Strengths in Others



# Five Clues to Talent: how can you tell?

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- **Yearning** – what are they naturally drawn to
- **Rapid Learning** - what do they pick up quickly?
- **Flow** - when do they automatically know what to do?
- **Glimpses of Excellence** – When do they surprise themselves (or you)?
- **Satisfaction** - What can't they get enough of doing?

# Five Clues to Talent: how can you tell?

CliftonStrengths 34 report:  
pgs. 20-21

- **Yearning** – what are they naturally drawn to
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Does anyone come  
to mind?

How can you  
celebrate these  
talents in someone?



# How Full is Your Bucket?



Rath, T. & Clifton D. (2004). *How Full Is Your Bucket (anniversary edition)*. New York: Gallup Press.

# Study by Dr. Elizabeth Hurlock in 1925

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What would happen when 4<sup>th</sup> and 6<sup>th</sup> grade students in math class received different types of feedback?

Praise: Identified by name and praised in front of the classroom for their good work.

Criticized: Identified by name and criticized in front of the classroom for their poor work.

Ignored: Completely ignored but heard the praise and criticism of other students

Control: Moved out of room, not aware of how others treated, received no comments

# Study by Dr. Elizabeth Hurlock in 1925

Type of feedback	Day 1	Day 2	Day 3	Day 4	Day 5	Performance increase
Praise						71%
Criticized						19%
Ignored						5%
Control						-10%

# Barbara Fredickson: The power of positive emotions

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“Positive emotions. . .improve coping and produce well-being. They do so not just in the present, pleasant moment, but over the long term as well. . .*Positive emotions are not trivial luxuries, but instead may be critical necessities for optimal functioning*”

Shield against negative emotions

Fuel resilience

Broaden thinking

Break down barriers

“Build durable physical, intellectual, social, and psychological resources that can function as ‘reserves’ during trying times.”

# Best Practices for Filling Buckets

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- 5 positive interactions for every 1 negative interaction
- The person deserves the recognition
- The recognition was given in an authentic way
- The recognition is specific to that person
- The recognition is given in a manner that the person appreciates
- The recognition is given at the right time

When will this  
be easy?

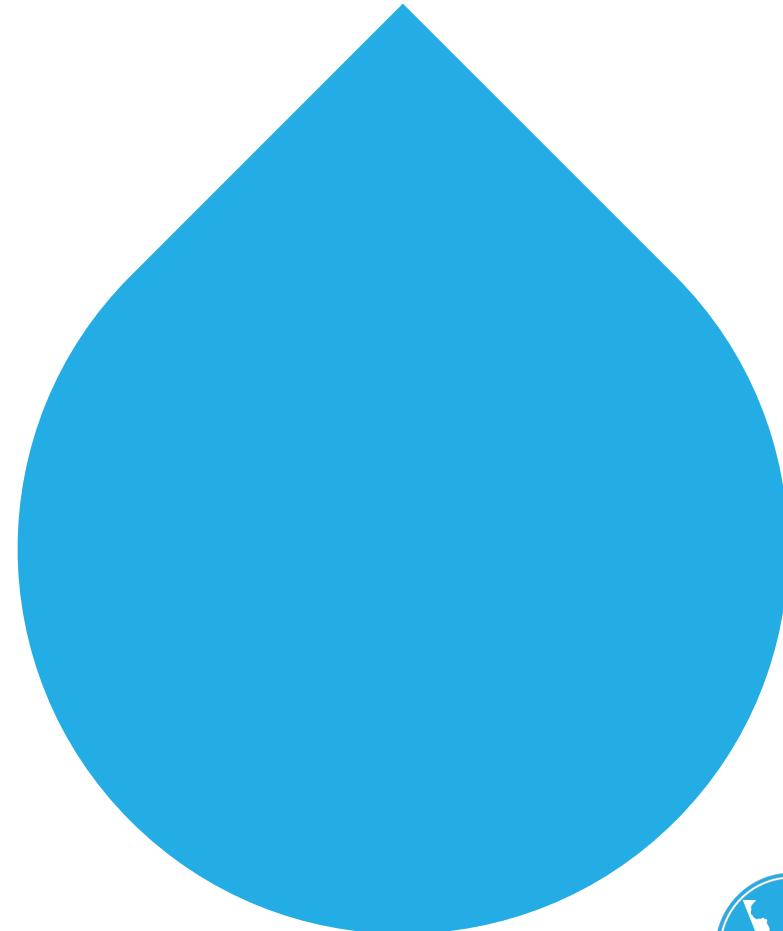
When will this  
be hard?

# Homework

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Give out at least 2 drops per day before our next session

- What do you observe about the recipients?
- What do you observe about yourself?



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