



Strengths Discovery

Name and Claim Your Strengths!



MANDELA
WASHINGTON
FELLOWSHIP
FOR YOUNG AFRICAN LEADERS



boldly
QUIET

Agenda

- 1 Introductions
- 2 Logistics
- 3 Strengths Philosophy Overview
- 4 NAME your strengths!
- 5 CLAIM your strengths!
- 6 Homework and Wrap-Up

Bio

Lorraine McCamley

Lorraine McCamley is the owner of Boldly Quiet Consulting and the author of the Amazon best-selling book: *Boldly Quiet: The Introvert's Guide to Developing the Mindset of a Successful Leader*. Lorraine coaches quiet professionals, helping them understand and embrace who they are so they can authentically and effectively lead others.

Lorraine is a Gallup-Certified Strengths Coach and holds a master's degree in Organizational Dynamics from the University of Pennsylvania, where she focused on Organizational Coaching and Leading and Managing Change.

In early 2020, Lorraine was awarded the opportunity to travel to Benin, Africa, to provide Strengths Training to local volunteers through the Mandela Washington Fellowship Reciprocal Exchange Program.



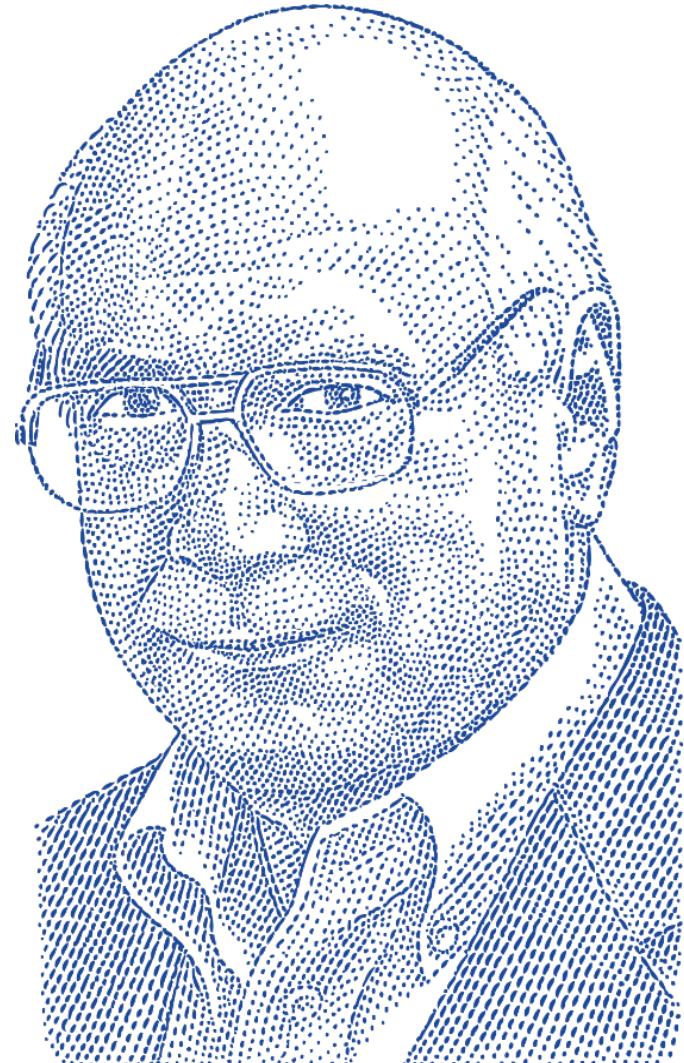
The Strengths Philosophy

DR. DONALD O. CLIFTON (1924 – 2003)

Doctor in Psychology and Business

“What would happen if we focused on what was **right** with people versus what's **wrong** with people?”

*As of 3/2022, close to **27 million** people worldwide have taken CliftonStrengths®*



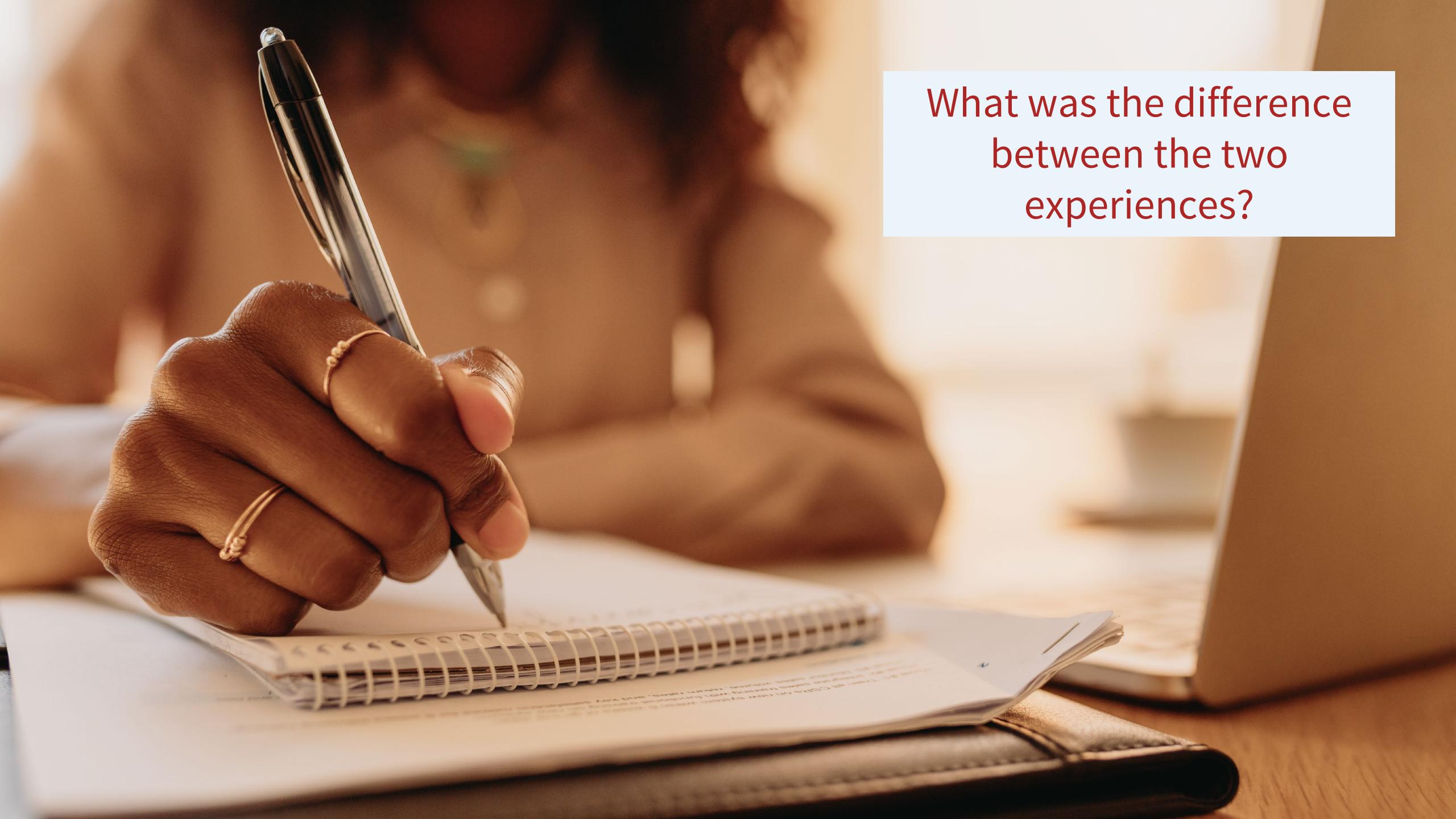
CliftonStrengths® Assessment

34 Talent Themes

Same Top 5 in any order
1 in 278,256

Same Top 5 in same order
1 in 33 million

Celebrate the
uniqueness of
each person!

A close-up photograph of a person's hands writing in a spiral-bound notebook with a silver pen. The person is wearing a gold beaded bracelet on their left wrist. In the background, a laptop is open on the right, and a book is visible on the left. The lighting is warm and focused on the hands and the notebook.

What was the difference
between the two
experiences?

Guiding Principles of Strengths

How we think of our own strengths and the strengths of others.

1. Themes are neutral
2. Themes are not labels
3. Lead with positive intent
4. Differences are advantages
5. People need one another



Talents and Strengths

- **Talent** – raw capacity for accomplishment
- **Strength** – repeatable capacity for great accomplishment

Talent x Investment = Strength



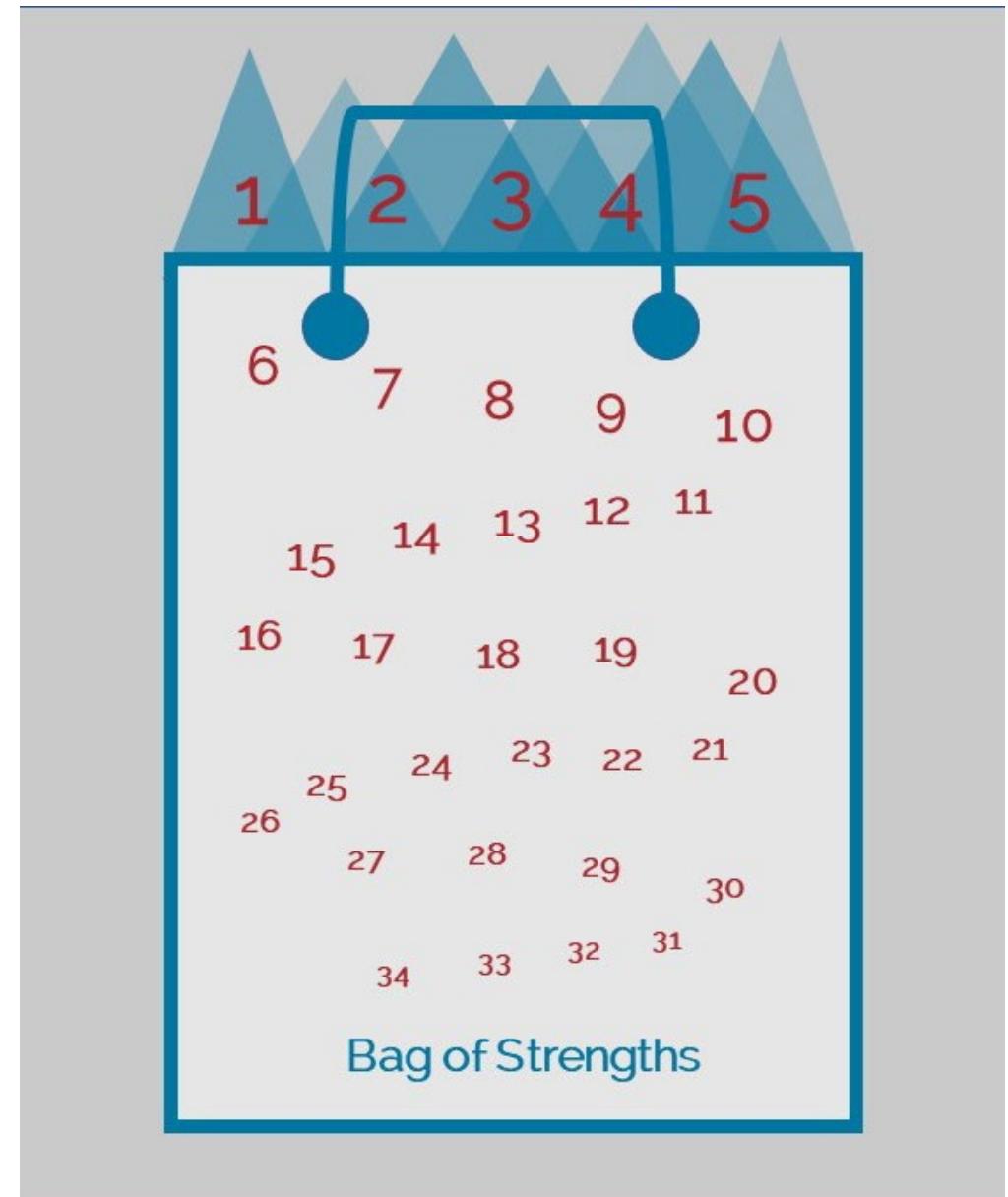
34 Talent Themes

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

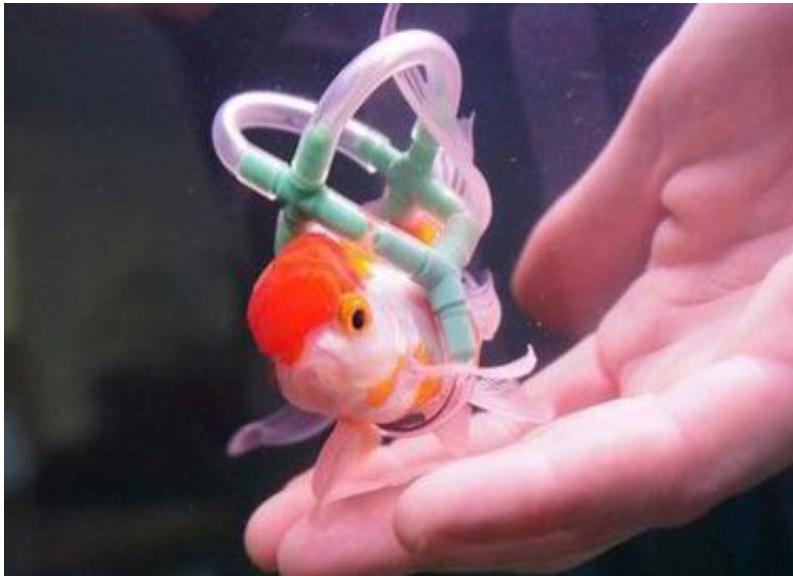
6-15 are close to the top of the bag—
pretty easy to access

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



What About Weaknesses?



Weakness – anything that gets in the way of success (limited potential and talent blindspots)



Non-Weakness – not a talent, but not a problem

These are situationally defined.

Strengths and Weaknesses

Raw or
unexplored
potential

→ **Talent x Investment = Strength**

Weakness x Investment = Prevention of Failure



Limited potential (more
limited the closer to the
bottom of the bag)

How to Handle Weaknesses

- **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

Questions?

Five Clues to Talent

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

Breakout



- Find your Theme Map
- Pick a theme that the group will discuss
- Read the description (last pages of the CliftonStrengths 34 report)
- Complete the Theme Map for that Strength
- Pick a spokesperson
- Spokesperson: Be ready to share when we get back together

Breakout EXAMPLE: MAXIMIZER

Focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

- Characteristics: words that describe this strength

OPTIMIZER, FULFILLS POTENTIAL, TRANSFORMATIVE

- The Value this strength brings to a situation

I SEE POTENTIAL AND ENCOURAGE EXCELLENCE

- The Role this strength plays

I INFLUENCE OTHERS BY HELPING THEM SEE THEIR POTENTIAL

- The Needs this strength has (i.e., what does this strength need from others?)

I NEED REMINDERS THAT NOT EVERYTHING/ONE NEEDS/WANTS TO BE IMPROVED

- This strength's motivations (i.e., what this strength loves/dislikes)

I LOVE SEEING POTENTIAL; I DISLIKE FIXING THINGS

Breakout Debrief

- Characteristics: words that describe this strength
- The Value this strength brings to a situation
- The Role this strength plays
- The Needs this strength has (i.e., what does this strength need from others?)
- This strength's motivations (i.e., what this strength loves/dislikes)

HOMEWORK

1. Responsibility
2. Relator
3. Maximizer
4. Analytical
5. Intellection

Ask yourself these questions (and be ready to share in small groups)

WHEN I LOOK AT MY UNIQUE COMBINATION OF STRENGTHS:

1. You get the best of me when... **YOU NEED SOMEONE YOU CAN COUNT ON**
2. You get the worst of me when... **ON COMMITTEES THAT WASTE TIME**
3. You can count on me to... **TACKLE COMPLICATED PROBLEMS**
4. What I need from you is... **TIME TO THINK**

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For more information about the Mandela Washington Fellowship for Young African Leaders, please visit the Fellowship's website at www.mandelawashingtonfellowship.org.



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