

WORKSHOP

# LEADERSHIP.local

CORE MODULE 2A: LEADING FROM YOUR STRENGTHS

making, maturing, and  
multiplying disciples of  
Jesus Christ for God's glory

st bart's



# LEADERSHIP.local

*Leading From Your Strengths*

## *Pre-Work*

If you **had** completed LFYS before: review it.

If you **hadn't** completed LFYS before: complete it.

01

Overview  
of LFYS

02

Strengths  
Dimensions

03

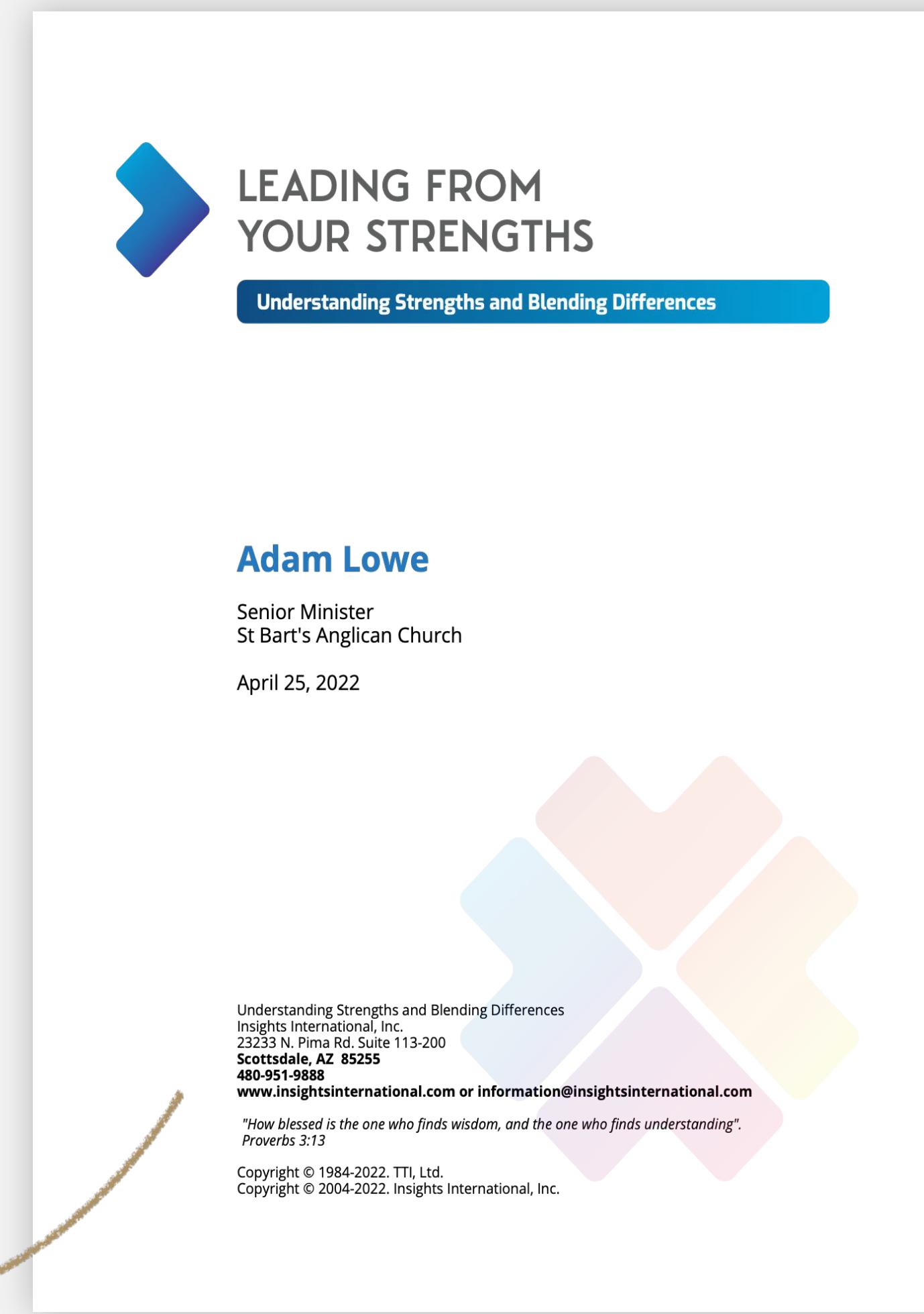
Strengths  
Wheel

# OVERVIEW OF LFYS

Remember: this is a tool, not definitive or absolute. Some insights could be spot on — some could be way off. People are more than a survey profile.

*The Leading From Your Strengths Assessment was created to help people discover their strengths... it reveals top strengths and how they impact how you problem solve, process information, manage change, and face risk. These God-given strengths are the keys to leading with excellence...*

— LEADING FROM YOUR STRENGTHS  
(MINISTRY INSIGHTS)



## Main Areas:

**STRENGTHS SCALES:** *Natural and Adapted*  
Strengths across four dimensions.

**CHARACTERISTICS & VALUE TO TEAM:**  
General commentary.

**COMMUNICATION:** + ideal  
environment, motivating, perceptions,  
areas for improvement.

**STRENGTHS WHEEL:** Helpful for  
considering your team dynamics.

## Quick Chat Pairs or Triplets

**What did you find surprising,  
accurate, or interesting in the  
report?**

**(Could be spectacularly right or  
spectacularly wrong!)**

# NATURAL VS ADAPTED • SCALES

LYFS approaches strengths in two categories: natural (those that come readily) and adapted (those shaped to match your environment).



**predictable ways** that you naturally approach or respond to problems, information, change, and risk.

the degree to which you feel you need to **change or adapt** your strengths to match environment (*strengths movement*)

## Quick Chat Pairs or Triplets

Do you have any large gaps between natural and adopted strengths?



LEADING FROM  
YOUR STRENGTHS

Understanding Strengths and Blending Differences

Adam Lowe

Senior Minister  
St Bart's Anglican Church

April 25, 2022

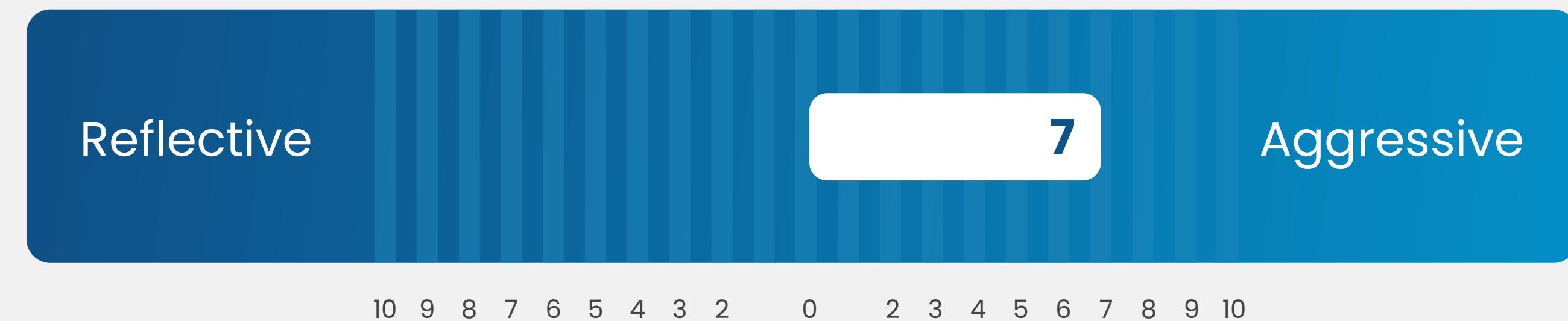
# NATURAL VS ADAPTED • SCALES

LYFS utilises four main scales as relating to leadership strengths.

- Scale 1:** Problem Solving
- Scale 2:** Processing Information
- Scale 3:** Managing Change
- Scale 4:** Facing Risk

## Scale 1: Problem Solving

Reflects whether your natural strength is more reflective or aggressive in the way in which you approach problems.



## Step 1 In Pairs or Triplets

Where did you sit?  
Did this surprise you?

Can you give an example of what this looks like in your leadership?

**Reflective** side means you will take a more reflective or calculating approach to solving a problem or challenge.

**Aggressive** side means you will take a more aggressive or assertive approach to solving that problem.

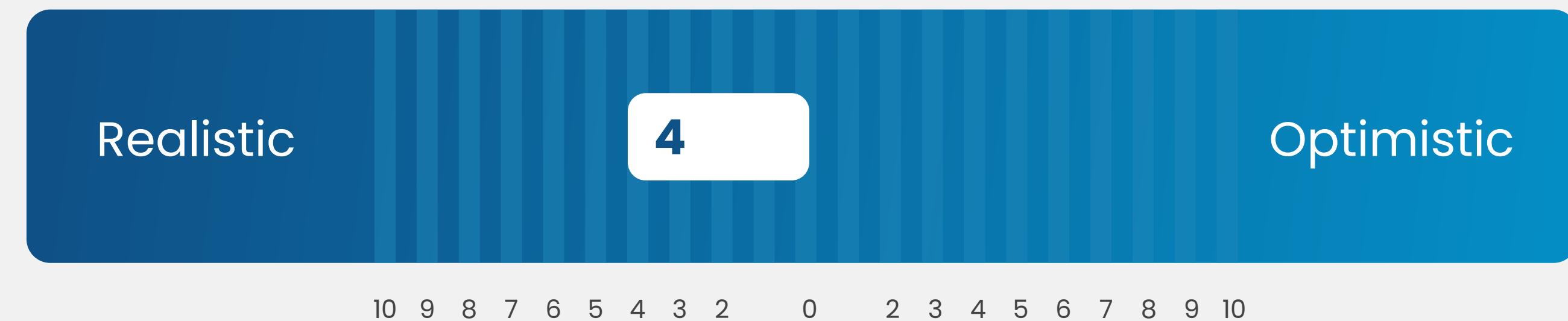
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- **Scale 1:** Problem Solving
- **Scale 2:** Processing Information
- **Scale 3:** Managing Change
- **Scale 4:** Facing Risk

## Scale 2: Processing Information

Indicates whether your natural strengths is to be more optimistic or realistic in the way in which you process information.



### Step 1 In Pairs or Triplets

Where did you sit?  
Did this surprise you?

Can you give an example of what this looks like in your leadership?

**Optimistic** side means that when processing new information you will be more trusting and accepting.

**Realistic** side means you will be more skeptical and want to validate information before trusting.

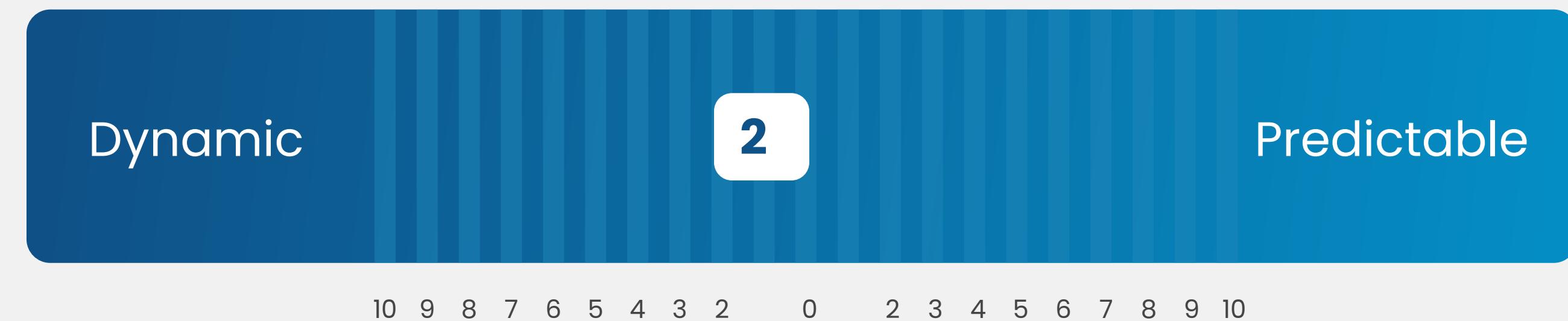
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- **Scale 1:** Problem Solving
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- **Scale 3:** Managing Change
- **Scale 4:** Facing Risk

## Scale 3: Managing Change

Reflects whether your natural strength is more dynamic or predictable in the way you manage change.



### Step 1 In Pairs or Triplets

Where did you sit?  
Did this surprise you?

Can you give an example of what this looks like in your leadership?

**Dynamic** side means you tend to be fast-paced (comfortable with many simultaneous projects, *you allow change to drive your plan*).  
**Predictable** side means you lean towards a slower pace (one project at a time, want to plan for change).

# NATURAL VS ADAPTED • SCALES

LYFS utilises four main scales as relating to leadership strengths.

- **Scale 1:** Problem Solving
- **Scale 2:** Processing Information
- **Scale 3:** Managing Change
- **Scale 4:** Facing Risk

## Scale 4: Facing Risk

Reflects whether your natural strength is more structured or pioneering in the way in you face risk.



### Step 1 In Pairs or Triplets

Where did you sit?  
Did this surprise you?

Can you give an example of what this looks like in your leadership?

**Structured** means you tend to follow established procedures and rules as a source of protection.

**Pioneering** means you tend to view rules and established procedures as broad guidelines and tend to push the envelope of risk (you may even view them as obstacles standing in way of progress).

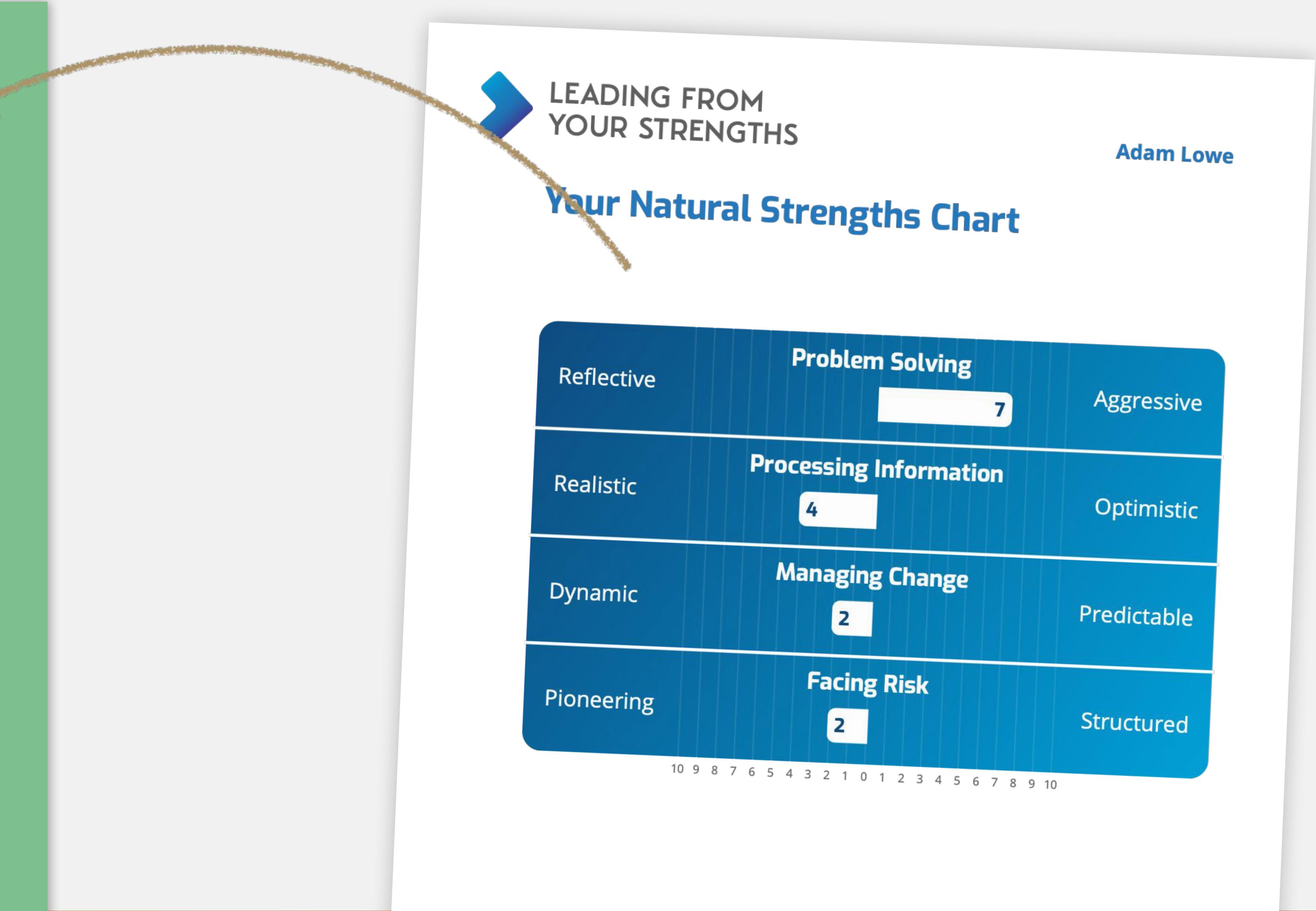
# NATURAL VS ADAPTED • SCALES

**Step 2 First in Pairs  
then as a whole Table**

**A: Based on these strengths, how  
are you valuable to the team?**

**Consider some scenarios:**

- a) Complex problem
- b) Sensitive interpersonal issue
- c) Unexpected opportunity



# NATURAL VS ADAPTED • SCALES

**Step 2 First in Pairs  
then as a whole Table**

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**Consider some scenarios:**

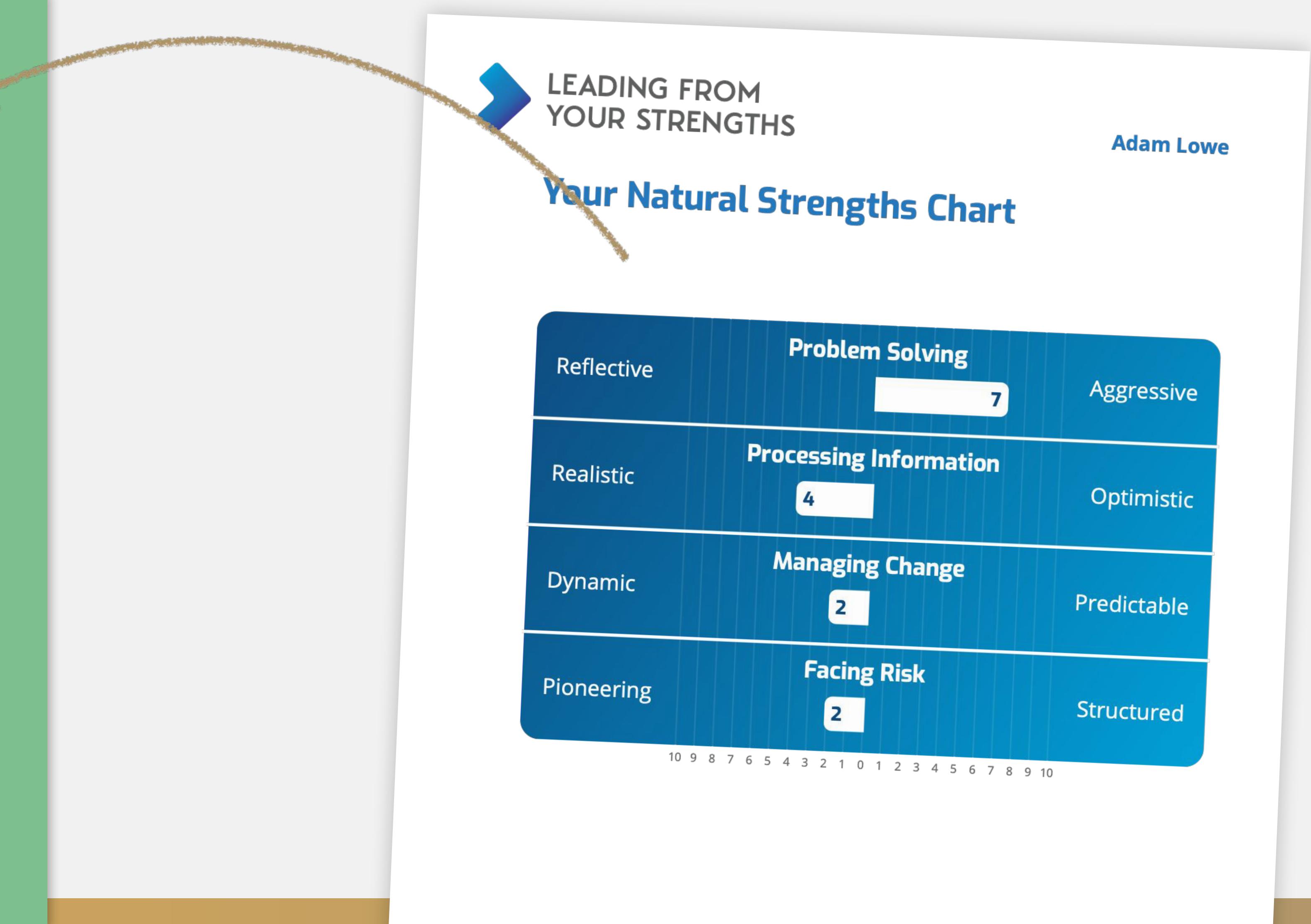
- a) Complex problem
- b) Sensitive interpersonal issue
- c) Unexpected opportunity

**Step 3 Back into pairs...**

**What are your biggest areas of movement?**

**How are you having to adapt?**

**What might be causing this?**



# STRENGTHS WHEEL

The Strengths Wheel is a powerful visual tool to help you see the natural strengths of a team or group of people.

The *outer edge* corresponds to how strong or rigid the behaviour.

Placement *towards the centre* corresponds to more blended behaviours and flexibility.

One colour represents your natural strengths.

The other represents your strengths movement.



# STRENGTHS WHEEL

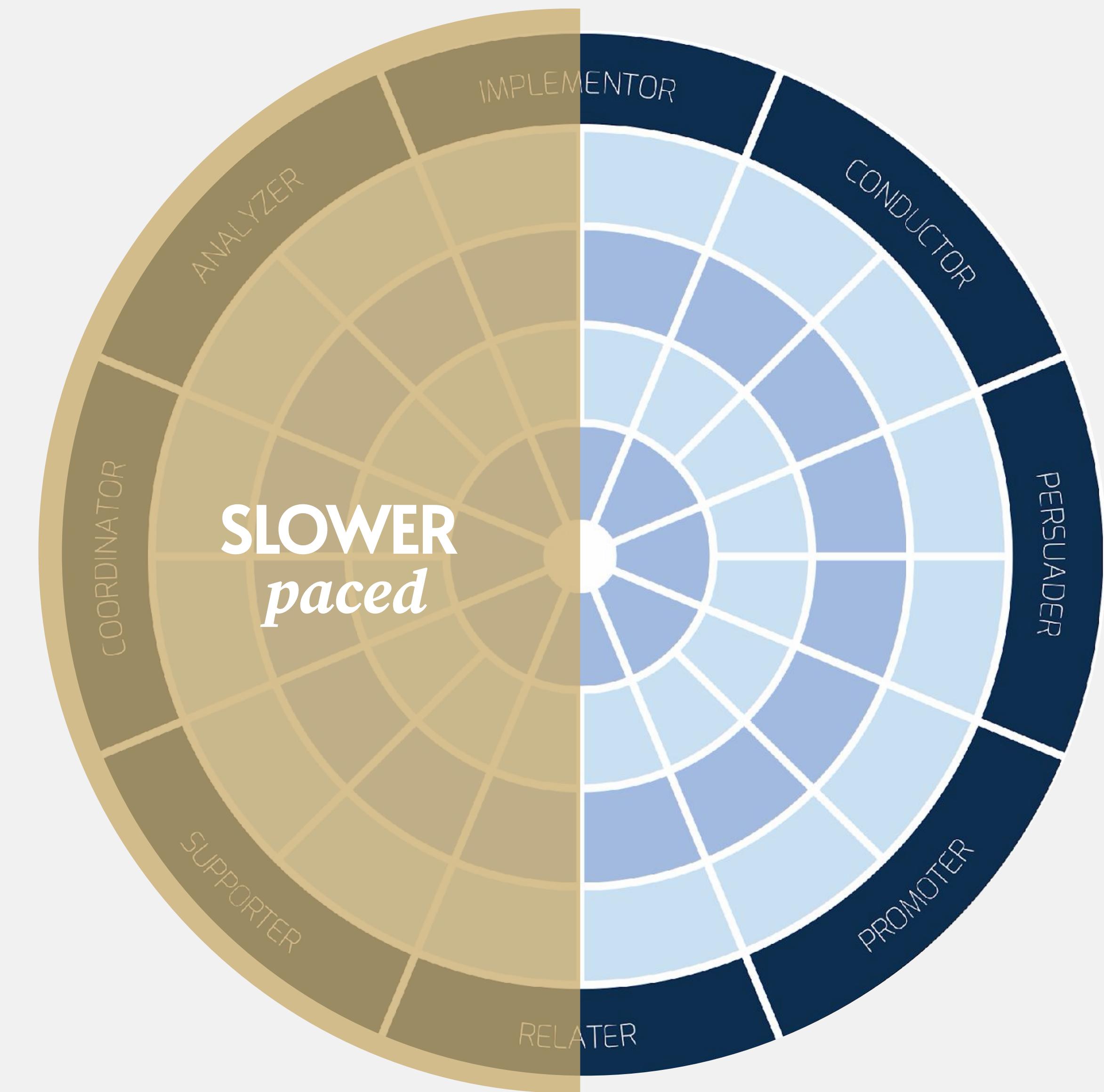
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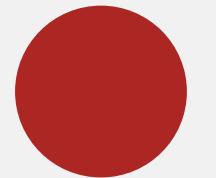
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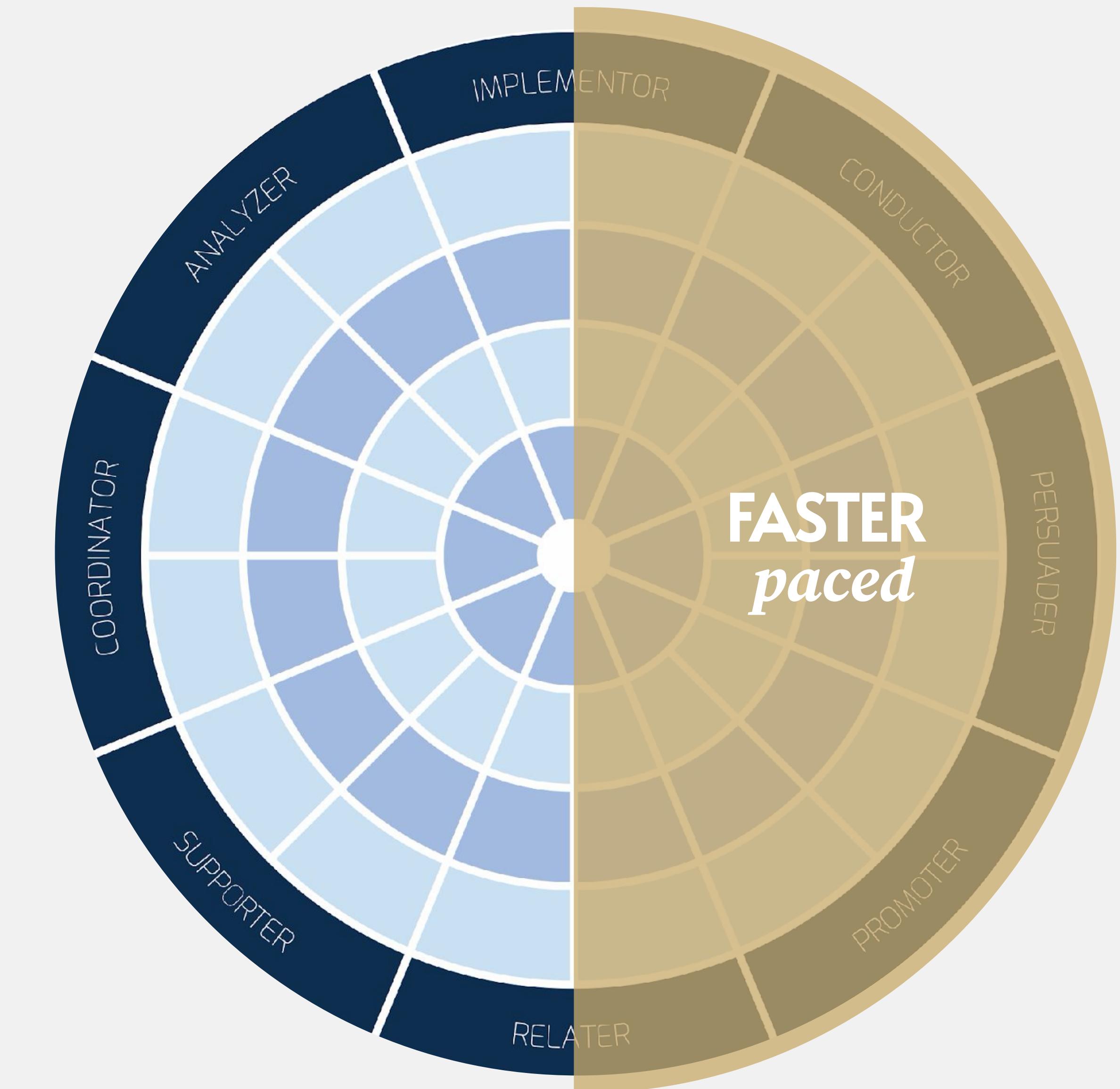
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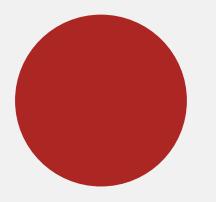
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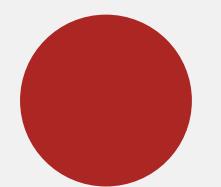
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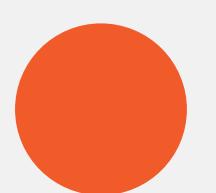


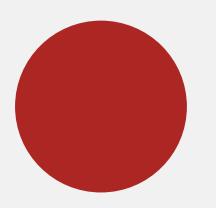
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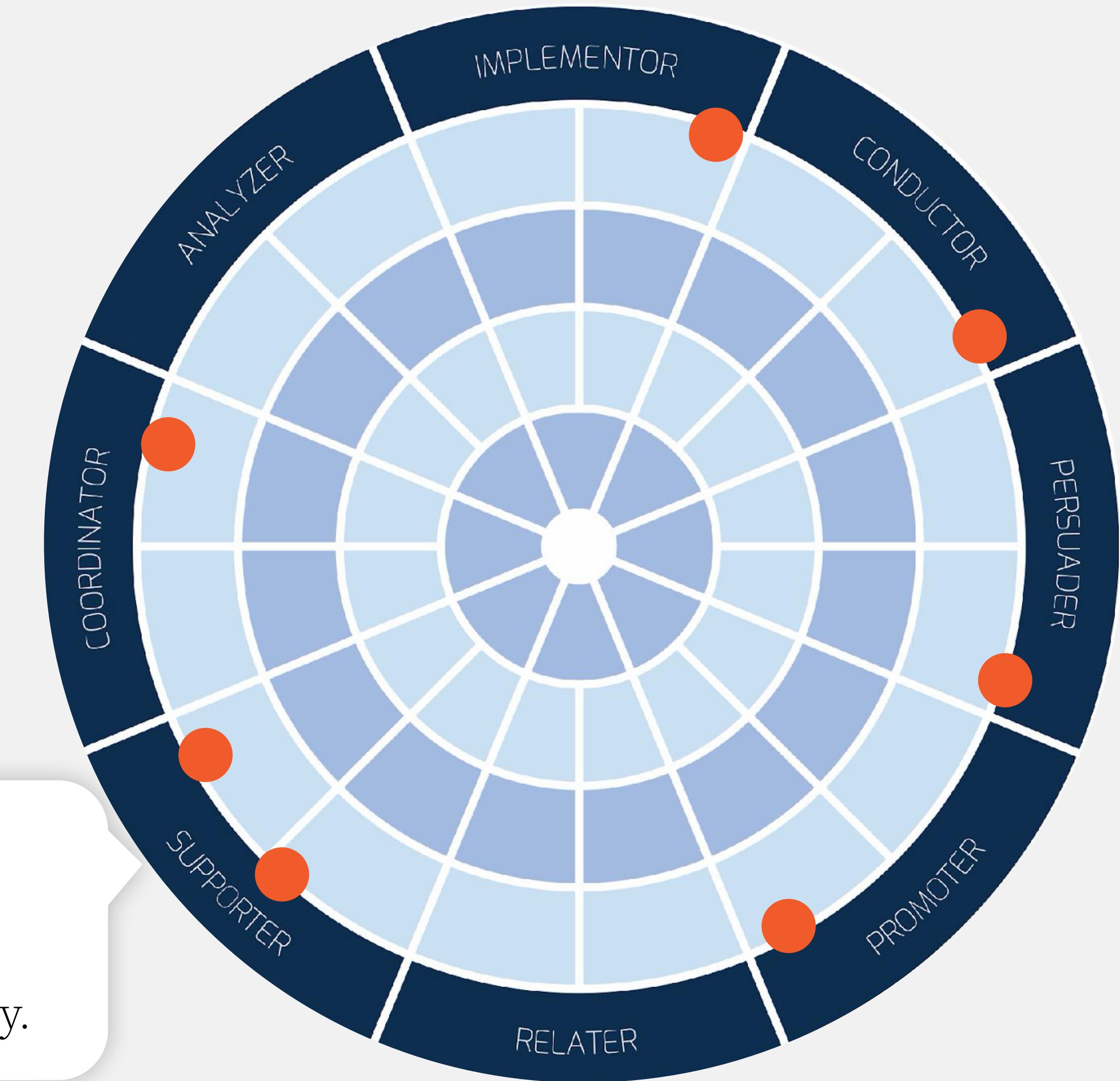
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**too many around the edge** can cause rigidity.



# STRENGTHS WHEEL

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The *outer edge* corresponds to how strong or rigid the behaviour.

Placement *towards the centre* corresponds to more blended behaviours and flexibility.

One colour represents your natural strengths.

The other represents your strengths movement.

If team is **clustered** can mean missing strengths

**too many in centre** can be overly flexible or indecisive.

**too many around the edge** can cause rigidity.



## Step 4

### ...Human Strengths Wheel!

#### Then... Table Profiles

A: Place dots on the wheel for your table.

B: What does this say about the overall direction of your team?  
Where is the team's focus?

C: Does this say anything about a need for diversity?



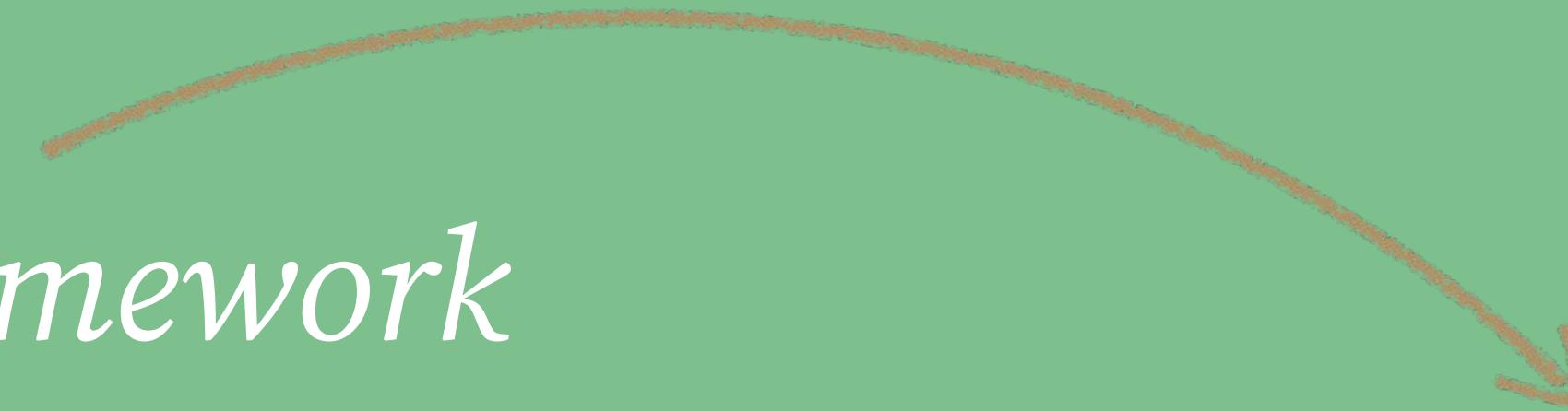
# Homework

## Individual

Consider additional reflection questions on handout.

## Team

Make time to further discuss.



**LEADING From Your Strengths – Individual**

	Step 1 Where do you sit? Does this surprise you?	Step 2 How does this add value to your team?	Step 3 What are the biggest areas of movement?
<b>PROBLEM SOLVING</b> Reflects whether your natural strength is more <b>reflective</b> or <b>aggressive</b> in the way in which you approach problems.	Can you also think of an example in leadership?	How are you adapting? What might be causing this?	How are you adapting? What might be causing this?
<b>PROCESSING INFORMATION</b> Indicates whether your natural strengths is to be more <b>optimistic</b> or <b>realistic</b> in the way in which you process information.	Can you also think of an example in leadership?	How are you adapting? What might be causing this?	How are you adapting? What might be causing this?
<b>MANAGING CHANGE</b> Reflects whether your natural strength is more <b>dynamic</b> or <b>predictable</b> in the way you manage change.	Can you also think of an example in leadership?	How are you adapting? What might be causing this?	How are you adapting? What might be causing this?
<b>FACING RISK</b> Reflects whether your natural strength is more <b>structured</b> or <b>pioneering</b> in the way in you face risk.	Can you also think of an example in leadership?	How are you adapting? What might be causing this?	How are you adapting? What might be causing this?

**Step 4 Individual Homework**

Take some time to read over your report (you might even like to discuss it with a trusted friend or colleague).

As you read the report and reflect on your strengths, consider four key questions:

- What would grow your leadership strengths?
- How can you address any leadership weaknesses?
- Are there any significant areas of 'movement' that are currently utilising a lot of your leadership energy?
- How does this relate to your discipleship plan?

**Remember**

This is just a tool - not definitive or absolute. Some insights could be spot on - some could be way off. People are more than a survey profile.

**reflect about the focus of the team?**

**more diversity?**

**Step 3 (Team Homework)**  
Make time to discuss this further. Consider other aspects of the report (e.g., communication, areas for development)

**In particular, ask:**

- What are the similarities?
- What are the differences?
- Where are the gaps?

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