

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.

**GETTING
ORIENTATED**

LEADING
From Your Strengths

st bart's

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)



LEADING FROM YOUR STRENGTHS

Understanding Strengths and Blending Differences

Adam Lowe

Senior Minister
St Bart's Anglican Church

April 25, 2022



Understanding Strengths and Blending Differences
Insights International, Inc.
23233 N. Pima Rd. Suite 113-200
Scottsdale, AZ 85255
480-951-9888
www.insightsinternational.com or information@insightsinternational.com

"How blessed is the one who finds wisdom, and the one who finds understanding".
Proverbs 3:13

Copyright © 1984-2022. TTI, Ltd.
Copyright © 2004-2022. Insights International, Inc.

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).

NATURAL
strengths

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

ADAPTED
strengths

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



LEADING FROM
YOUR STRENGTHS

Understanding Strengths and Blending Differences

Adam Lowe

Senior Minister
St Bart's Anglican Church

April 25, 2022

Quick Chat **Pairs or Triplets**

**Do you have any large gaps
between natural and adapted
strengths?**

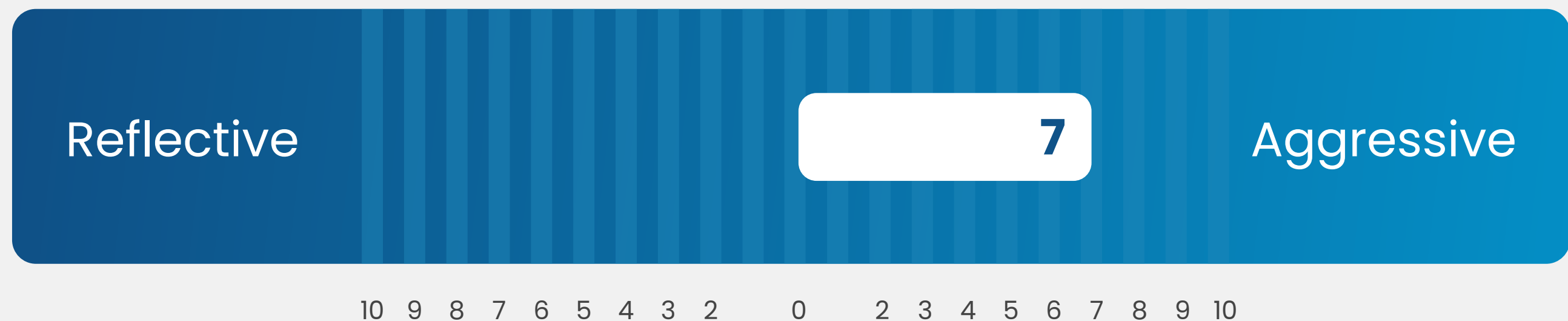
NATURAL VS ADAPTED • SCALES

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.

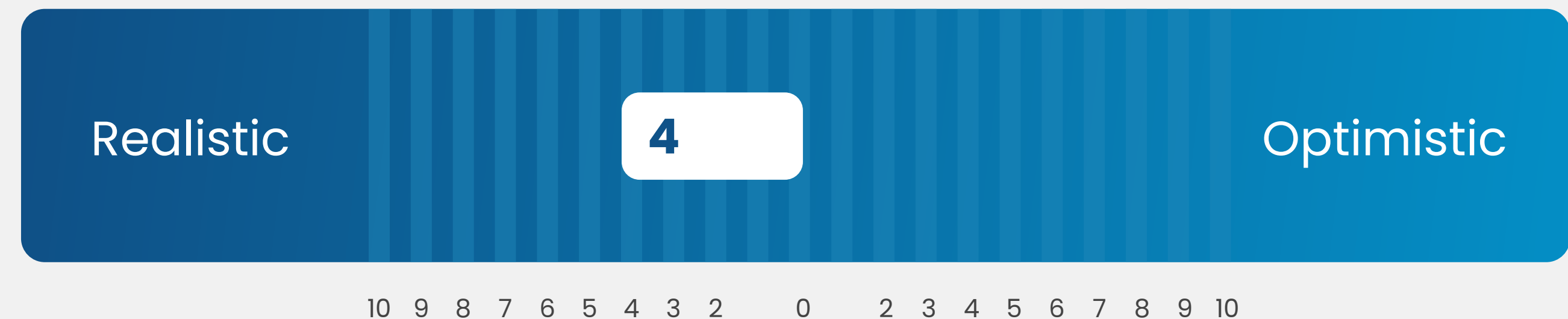
NATURAL VS ADAPTED • SCALES

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 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.

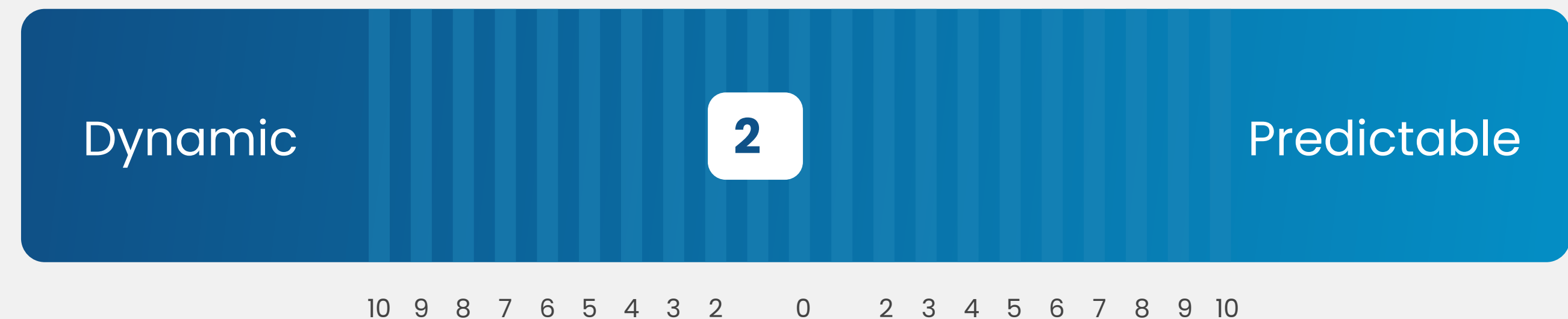
NATURAL VS ADAPTED • SCALES

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 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

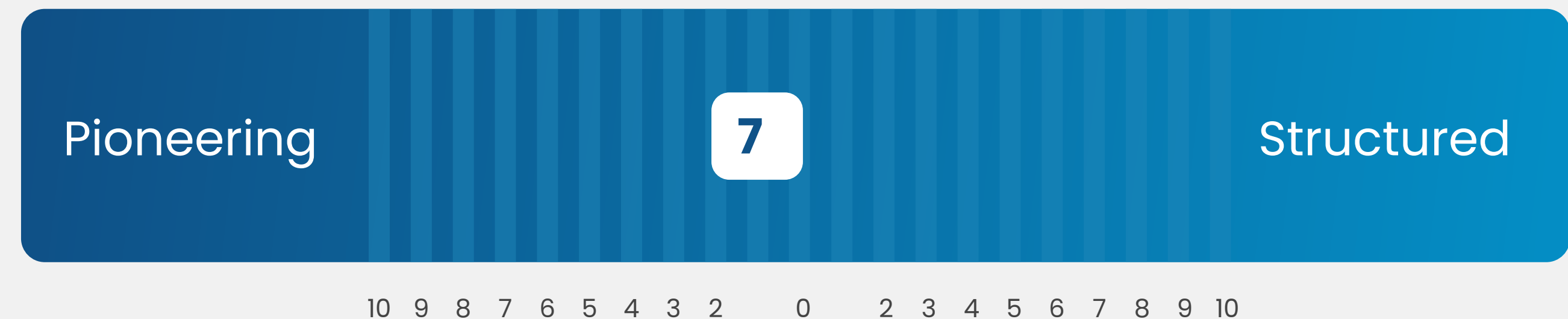
Step 1 In Pairs or Triplets

Where did you sit?
Did this surprise you?

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

Scale 4: Facing Risk

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



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*).

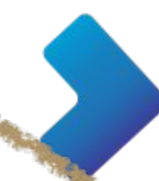
NATURAL VS ADAPTED • SCALES

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:

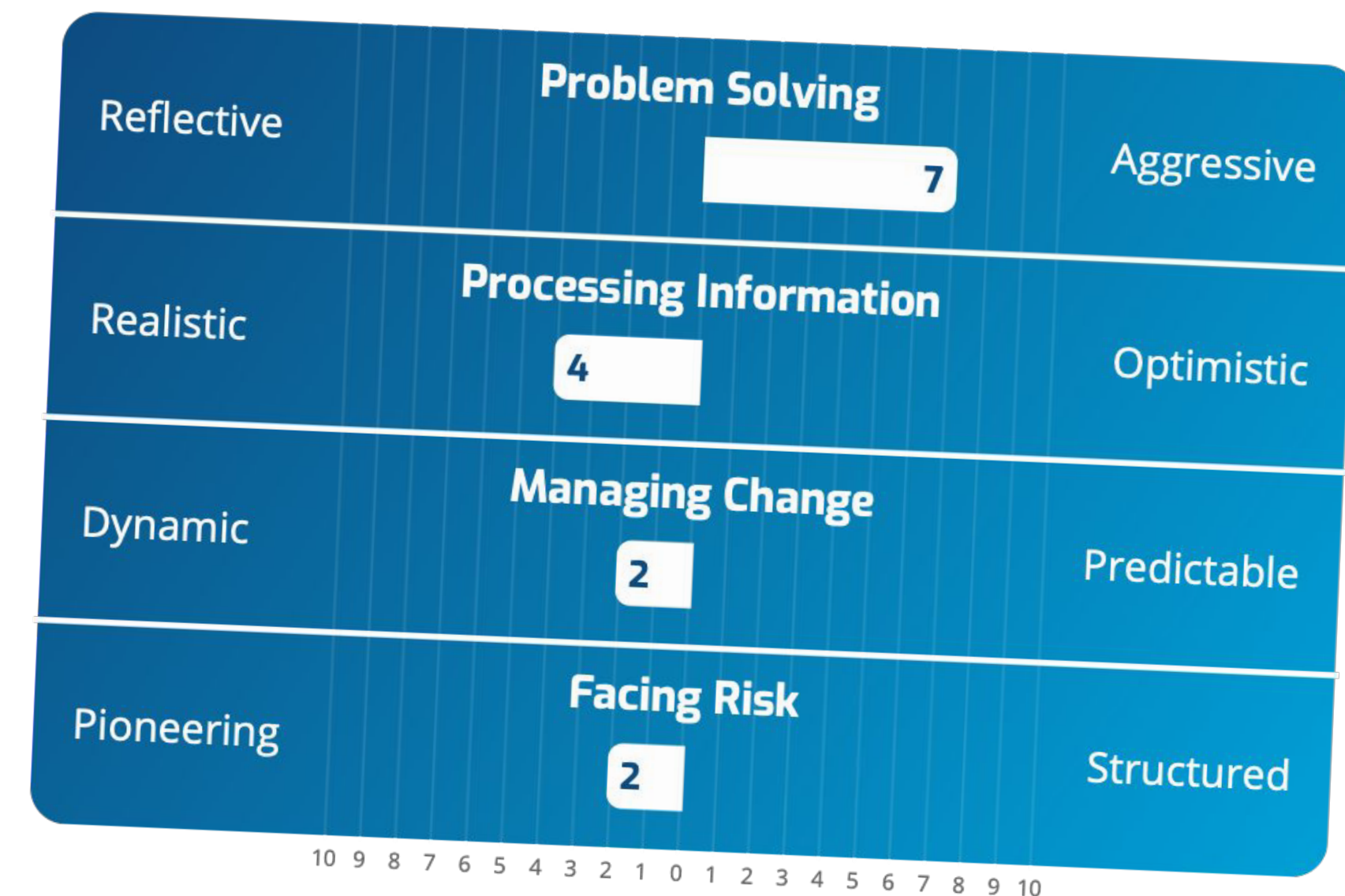
- a) Complex problem
- b) Sensitive interpersonal issue
- c) Unexpected opportunity



LEADING FROM
YOUR STRENGTHS

Adam Lowe

Your Natural Strengths Chart



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

Step 3 Back into pairs...

What are your biggest areas of
movement?

How are you having to adapt?

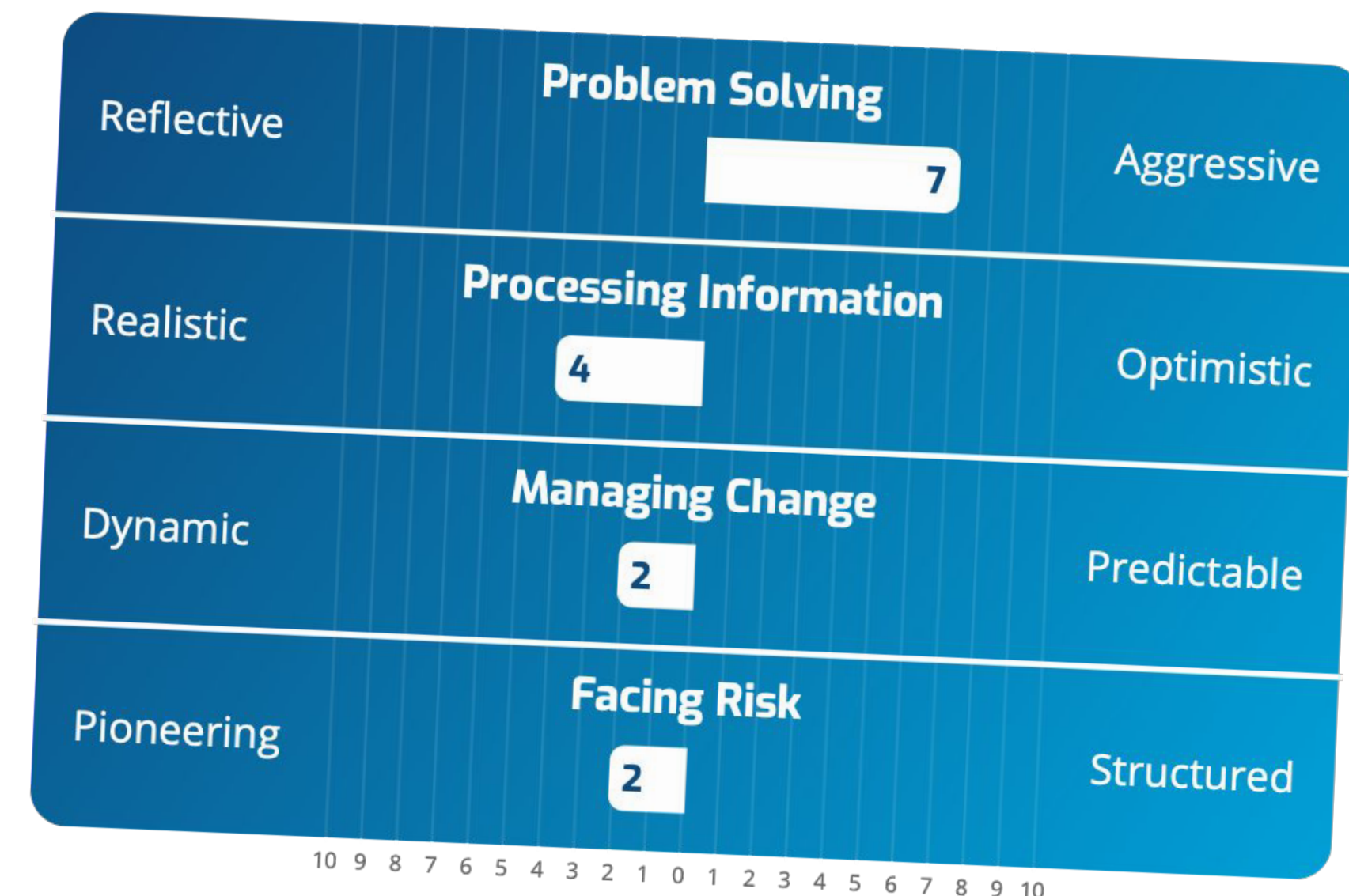
What might be causing this?



LEADING FROM
YOUR STRENGTHS

Adam Lowe

Your Natural Strengths Chart



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

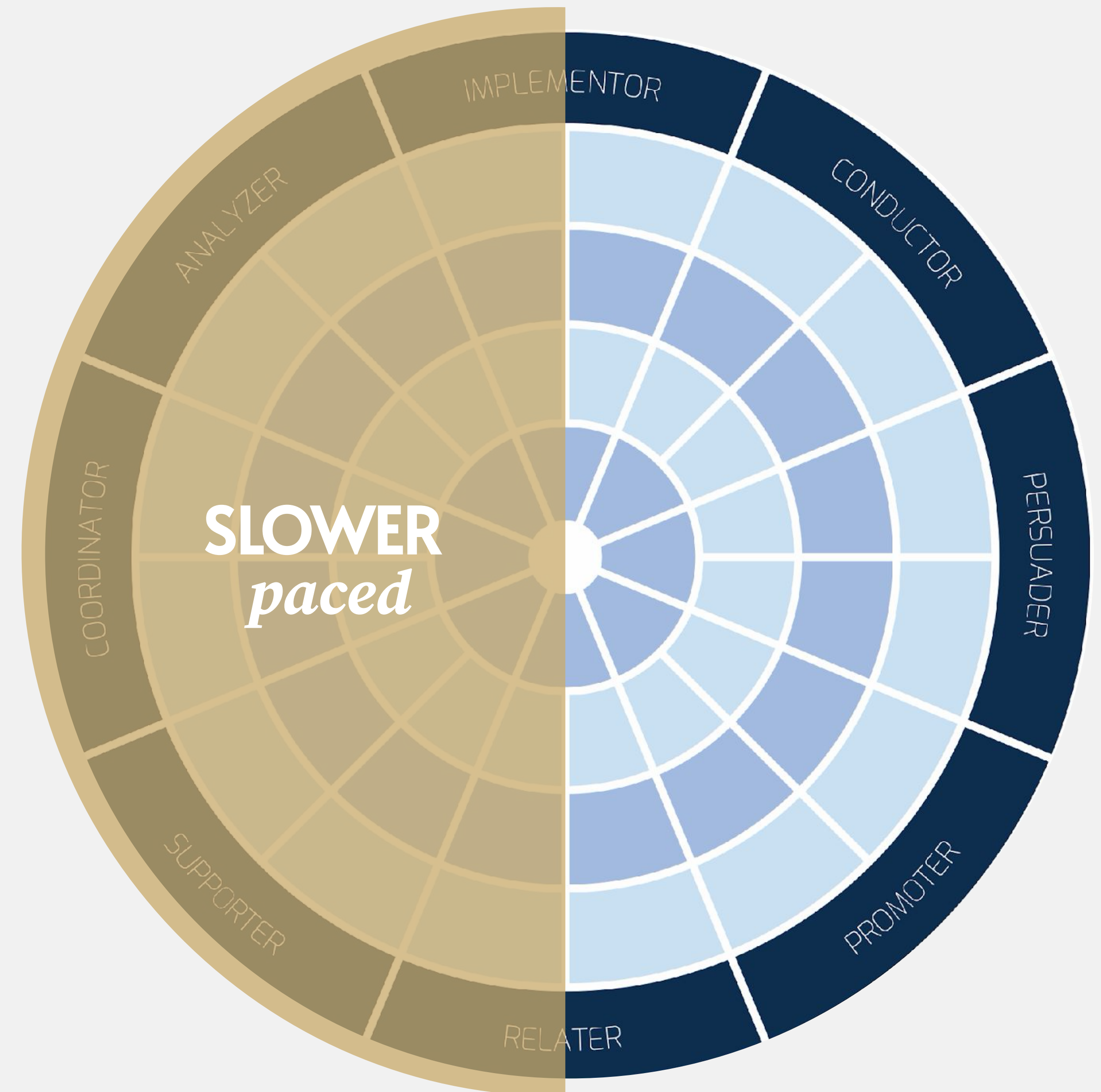
The Strengths Wheel is a powerful visual tool to help you see the natural strengths of a team or group of people.

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.



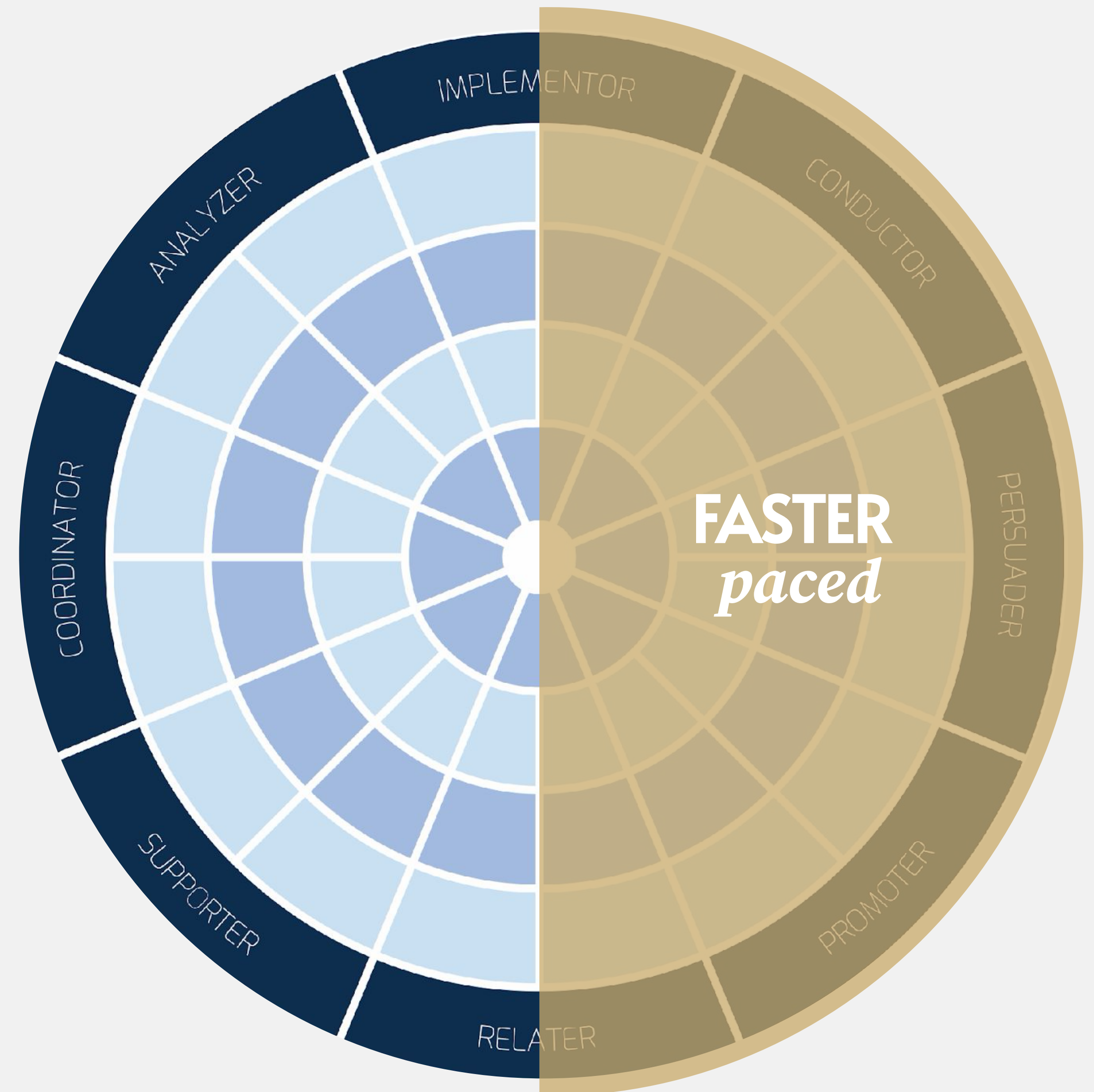
STRENGTHS WHEEL

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

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

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

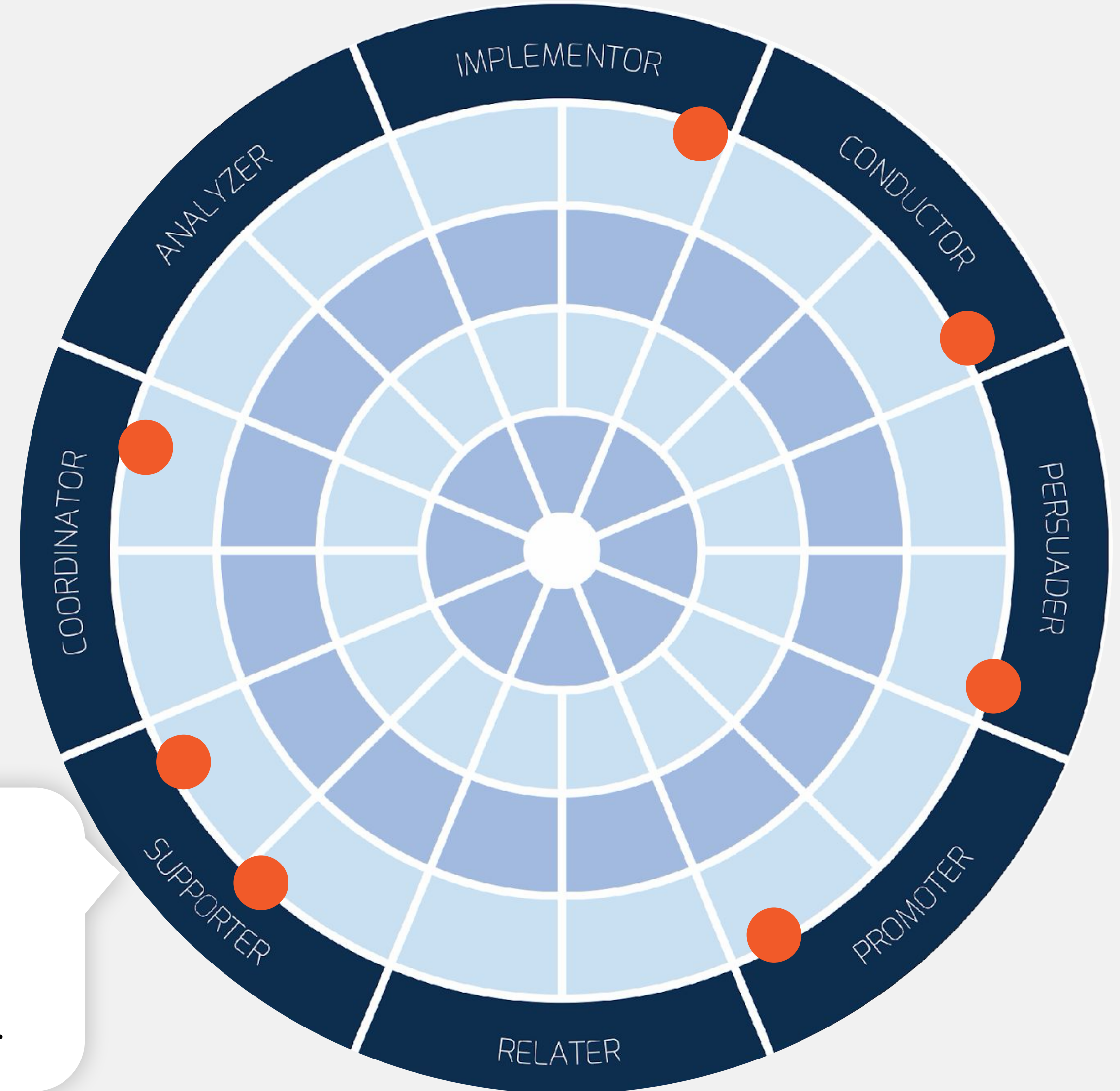
The Strengths Wheel is a powerful visual tool to help you see the natural strengths of a team or group of people.

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.

too many around the edge can cause rigidity.



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.

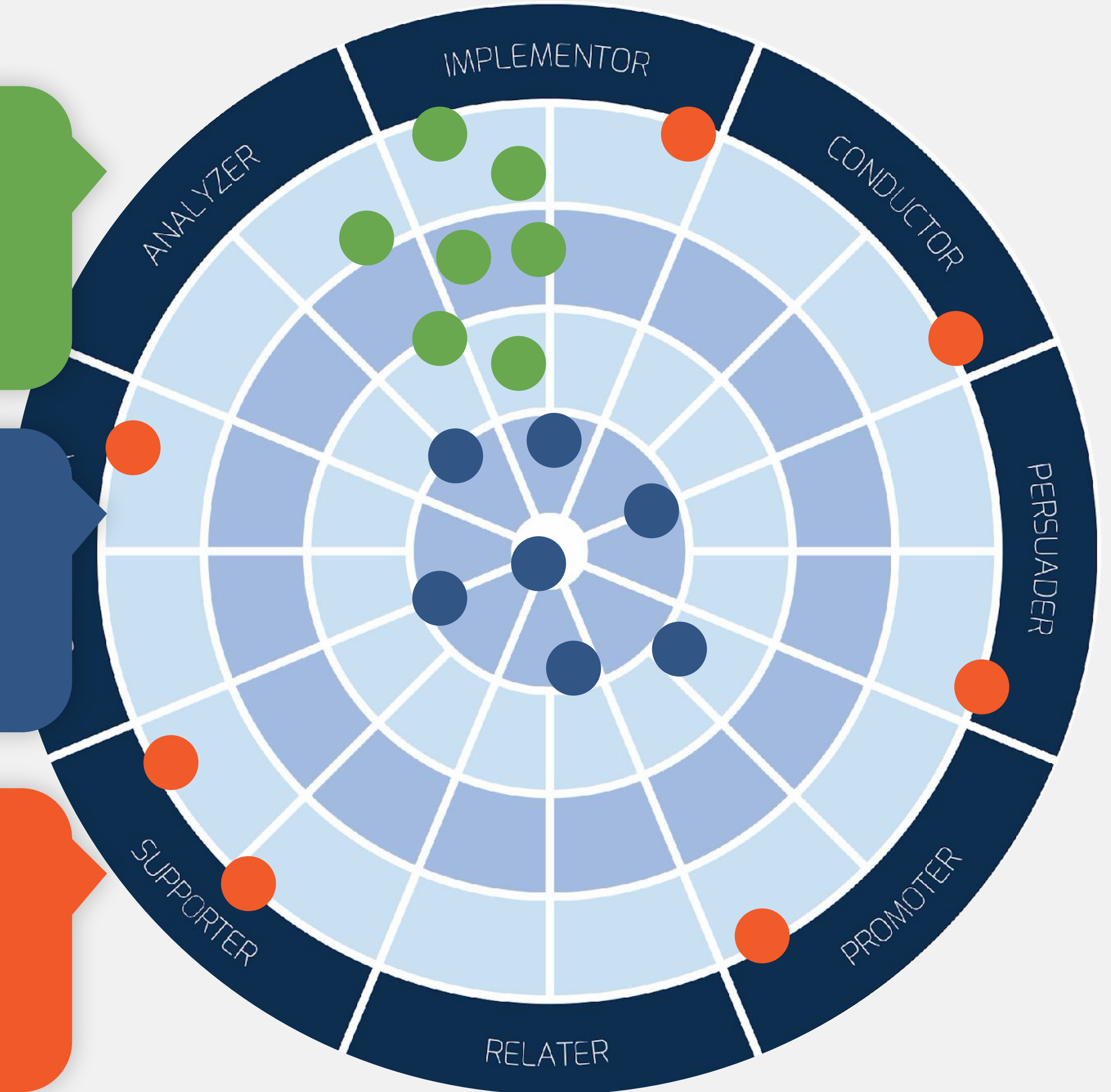
Placement *towards the centre* corresponds to more blended behaviours and flexibility.

- One colour represents your natural strengths.
- The other represents your strengths movement.

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!

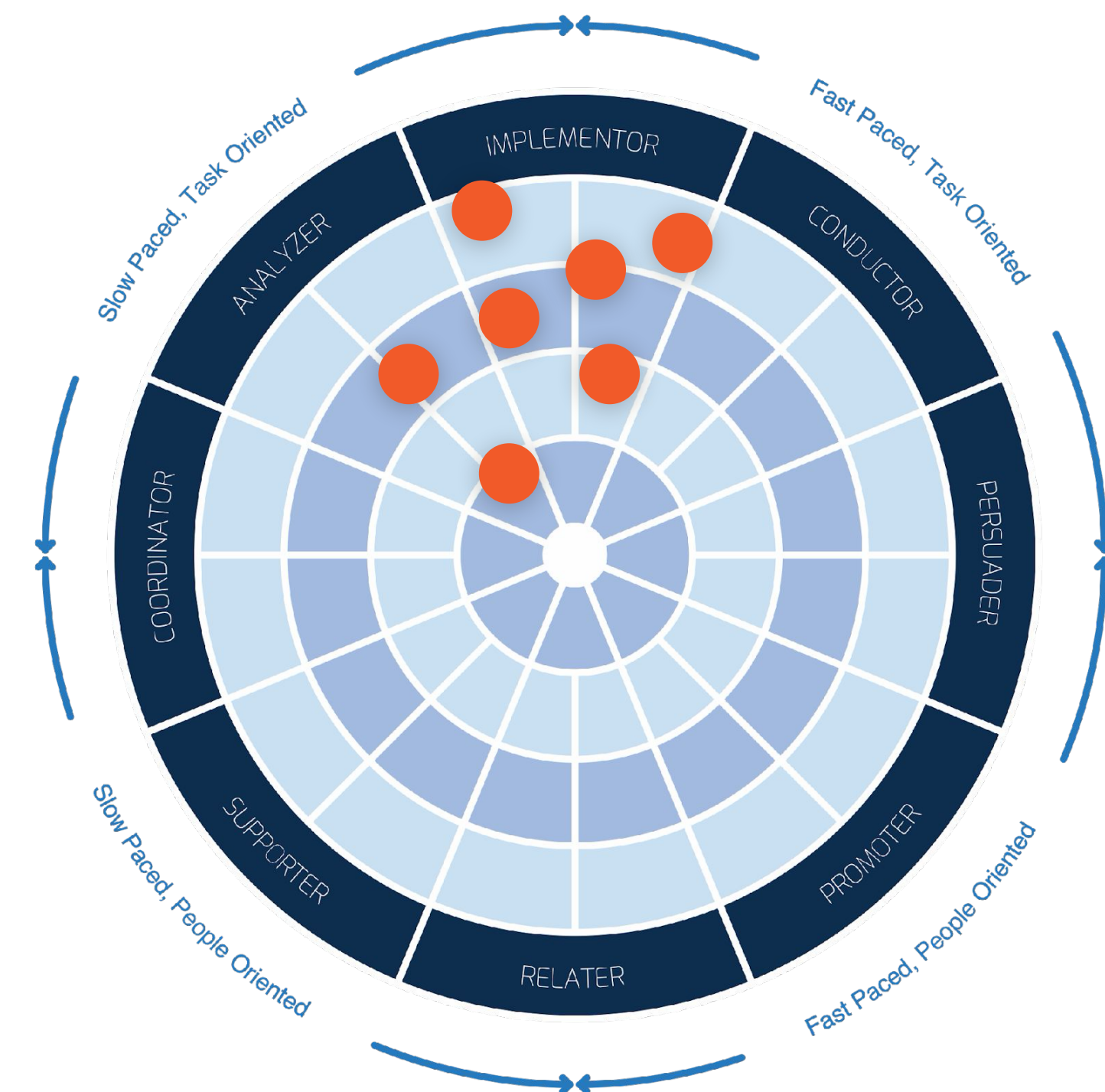
Then... Table Profiles

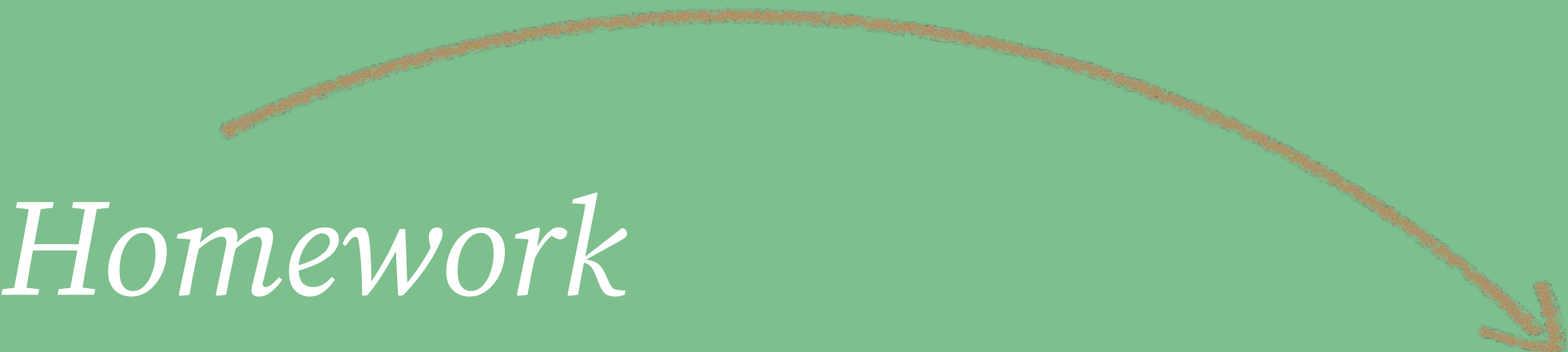
A: Place dots on the wheel for your table.

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?

Your Department





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?

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:

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

| | Can you also think of an example in leadership? | How are you adapting? | What might be causing this? |
|--|---|-----------------------|-----------------------------|
| PROBLEM SOLVING Reflects whether your natural strength is more reflective or aggressive in the way in which you approach problems. | | | |
| PROCESSING INFORMATION Indicates whether your natural strengths is to be more optimistic or realistic in the way in which you process information. | | | |
| MANAGING CHANGE Reflects whether your natural strength is more dynamic or predictable in the way you manage change. | | | |
| FACING RISK Reflects whether your natural strength is more structured or pioneering in the way in which you face risk. | | | |

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.

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:

- a) What are the similarities?
- b) What are the differences?
- c) Where are the gaps?

Supporter

Relater

Promoter

Insights International, Inc. 480-951-9888
www.insightsinternational.com or information@insightsinternational.com Copyright © 1992-2020. TTI, Ltd.,
Insights International, Inc.

Reflect about the
of the team?
's focus?

ore diversity?