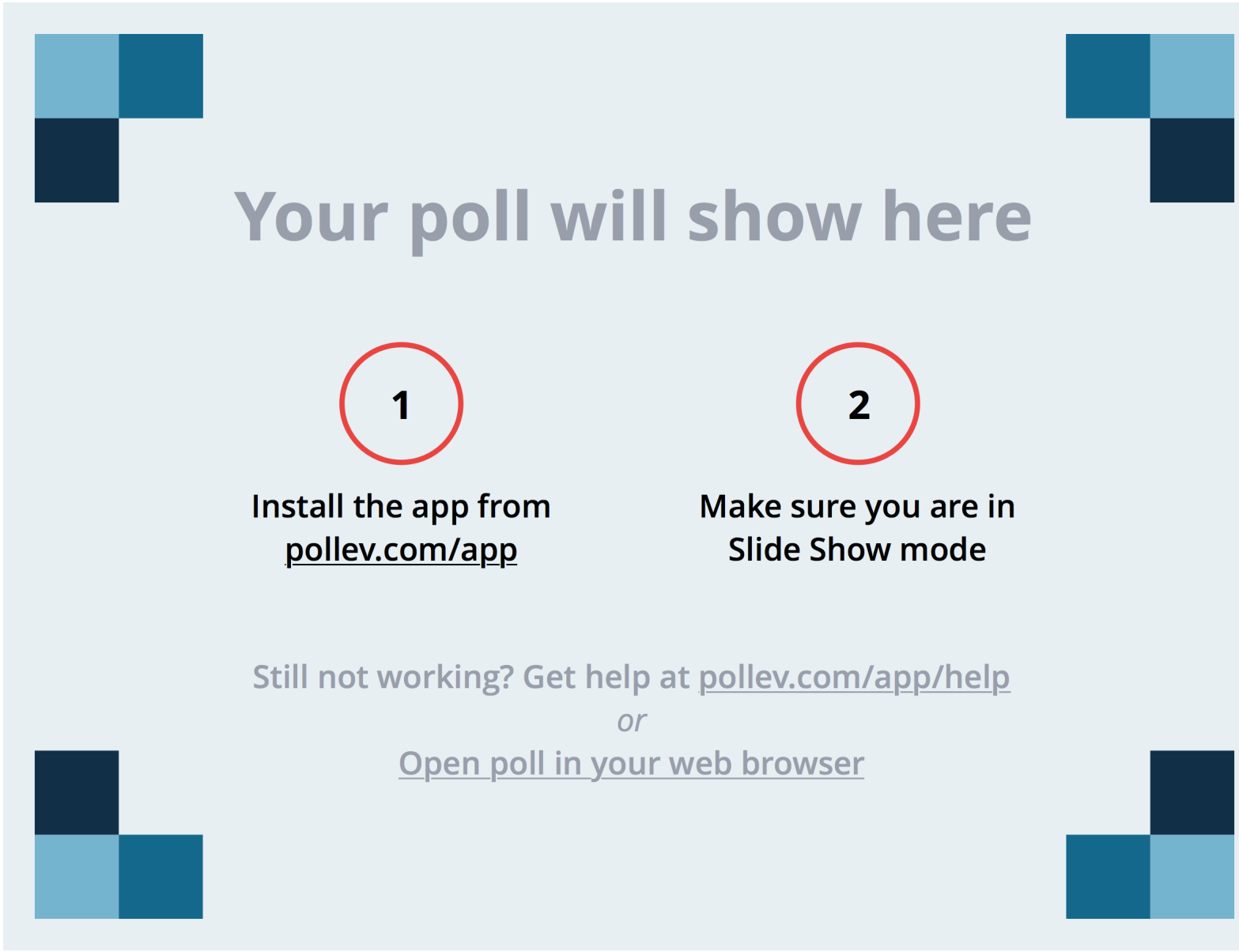
Tip of the Iceberg

with
Adrian Ruiz &
Diego Arancibia

KNOWING

TEAM NAME & LIST YOUR MEMBERS ALPHABETICALLY...



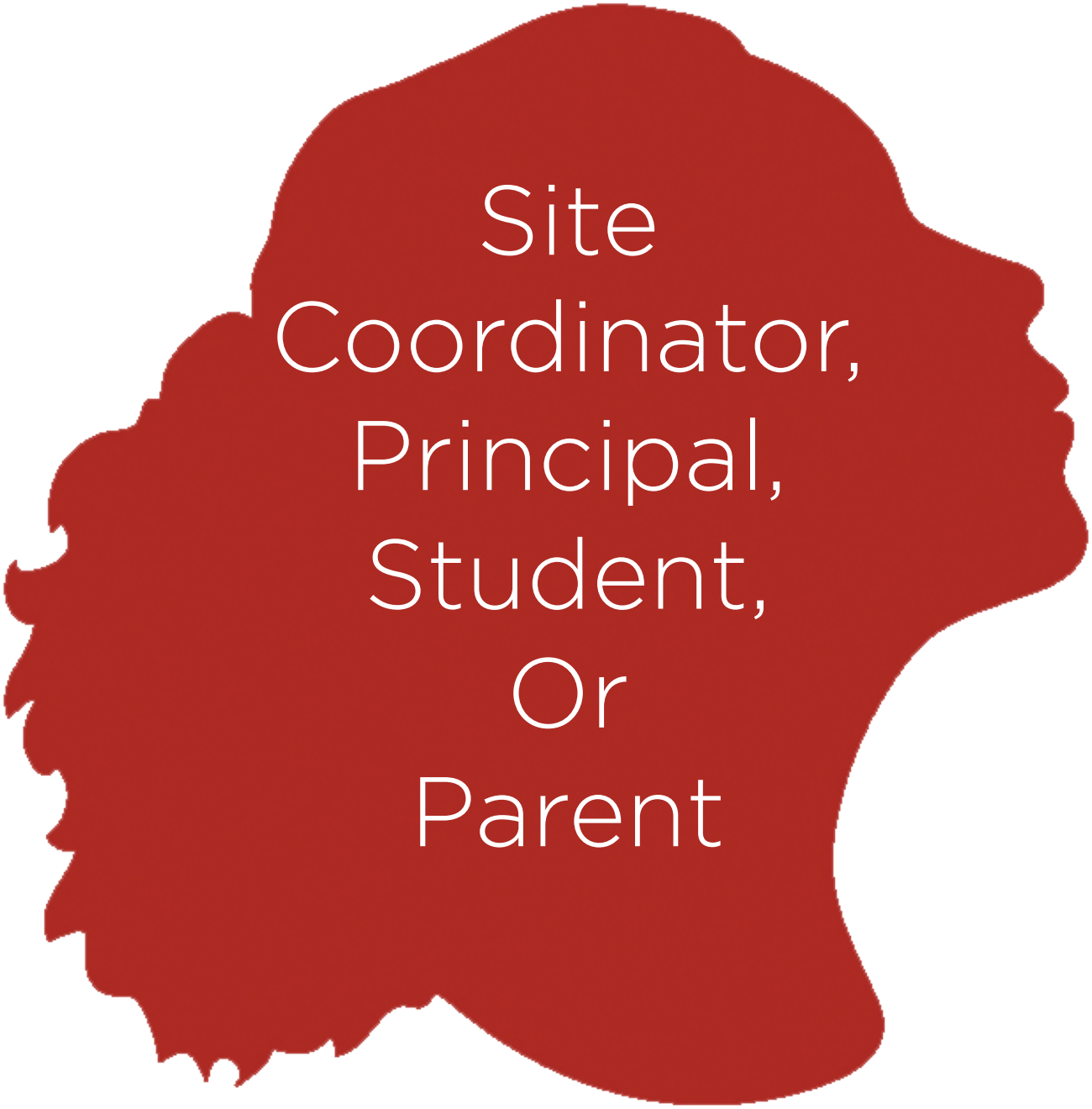
+Seeing

+Doing

+Feeling

+Hearing

+Saying



+Seeing

+Doing

+Feeling

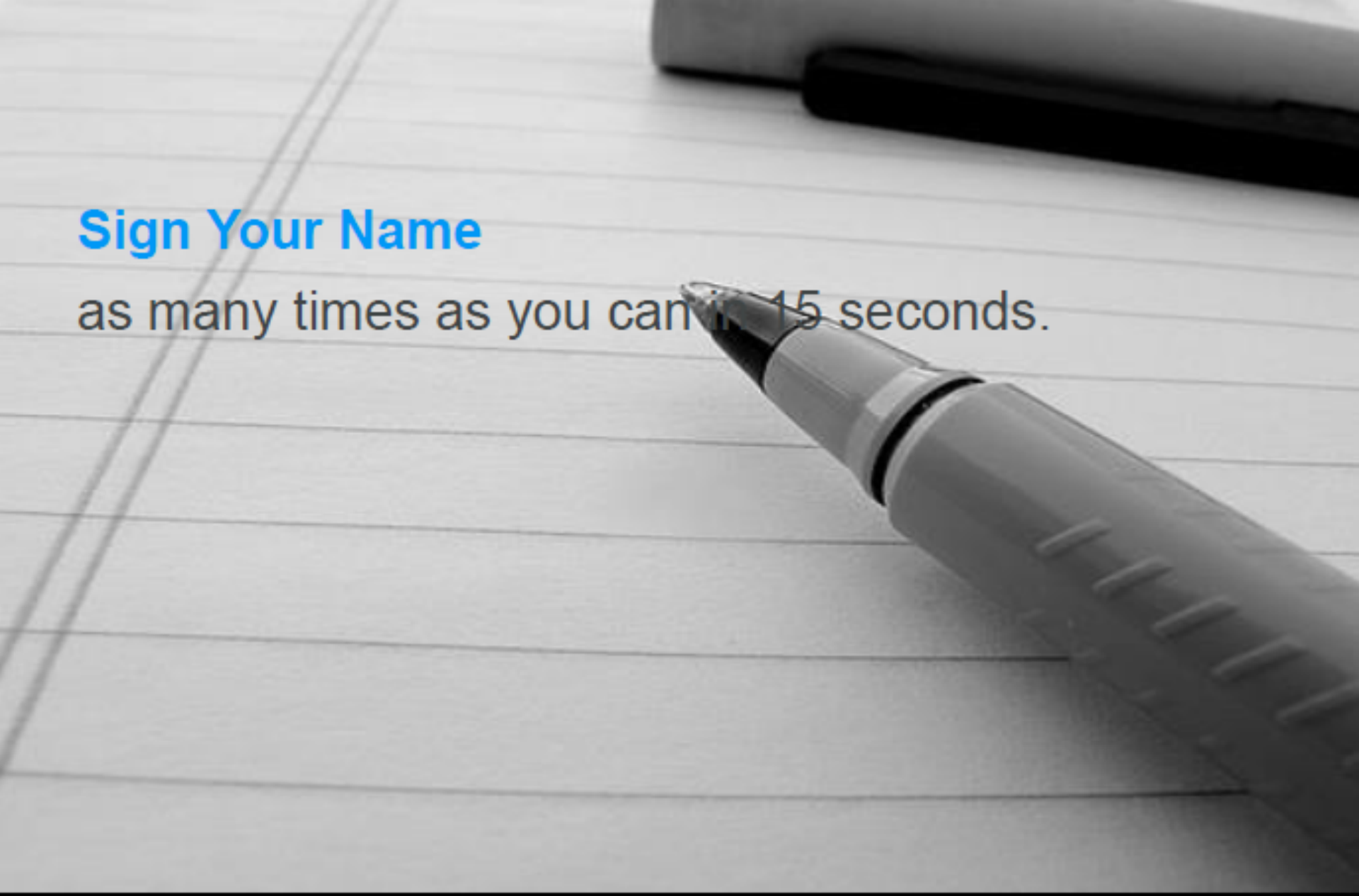
+Hearing

+Saying

BUILDING

"Writing my Name in Graffiti on the Wall"

-Rakim



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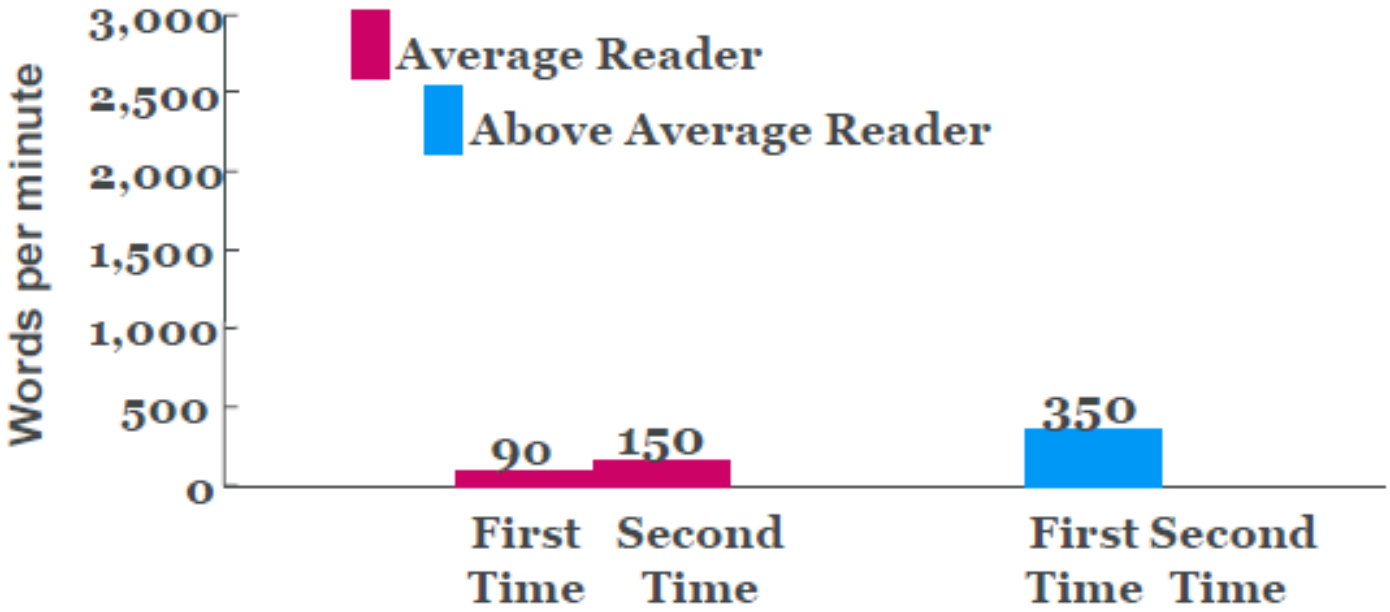
BUILDING STRENGTHS



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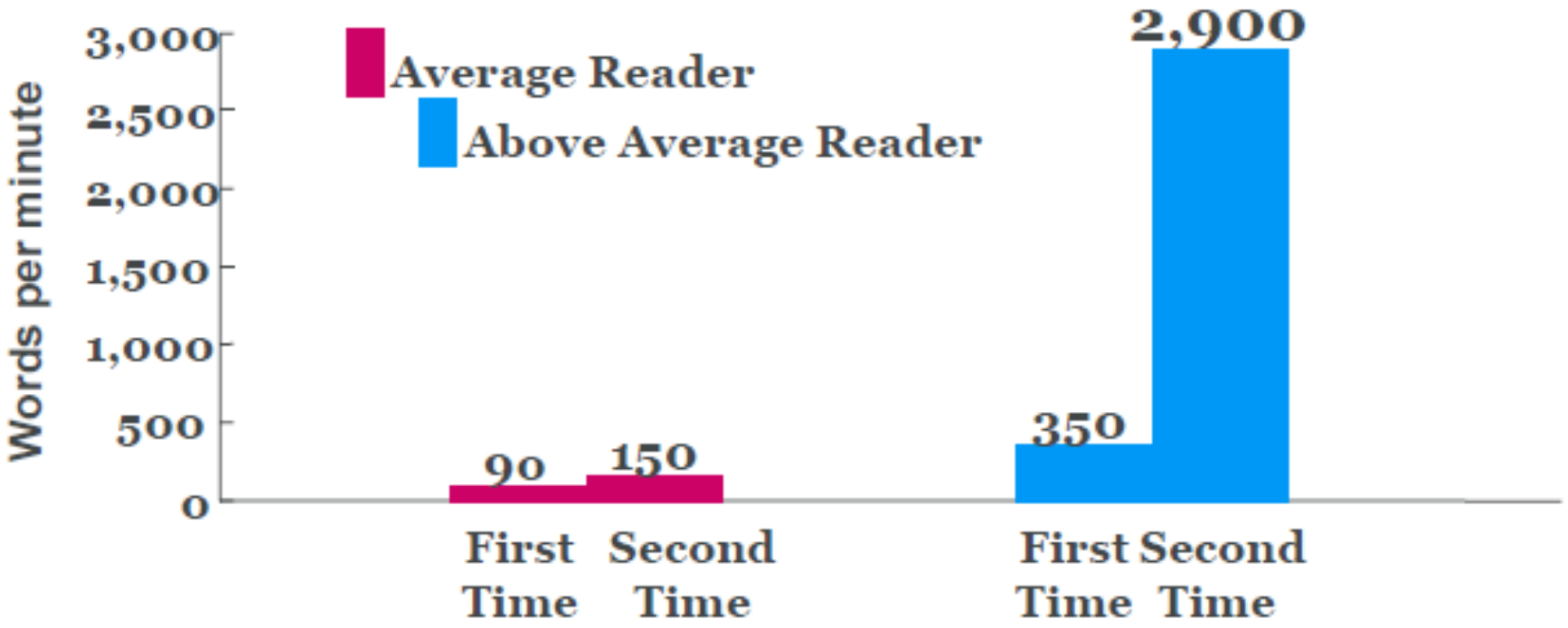
BUILDING STRENGTHS



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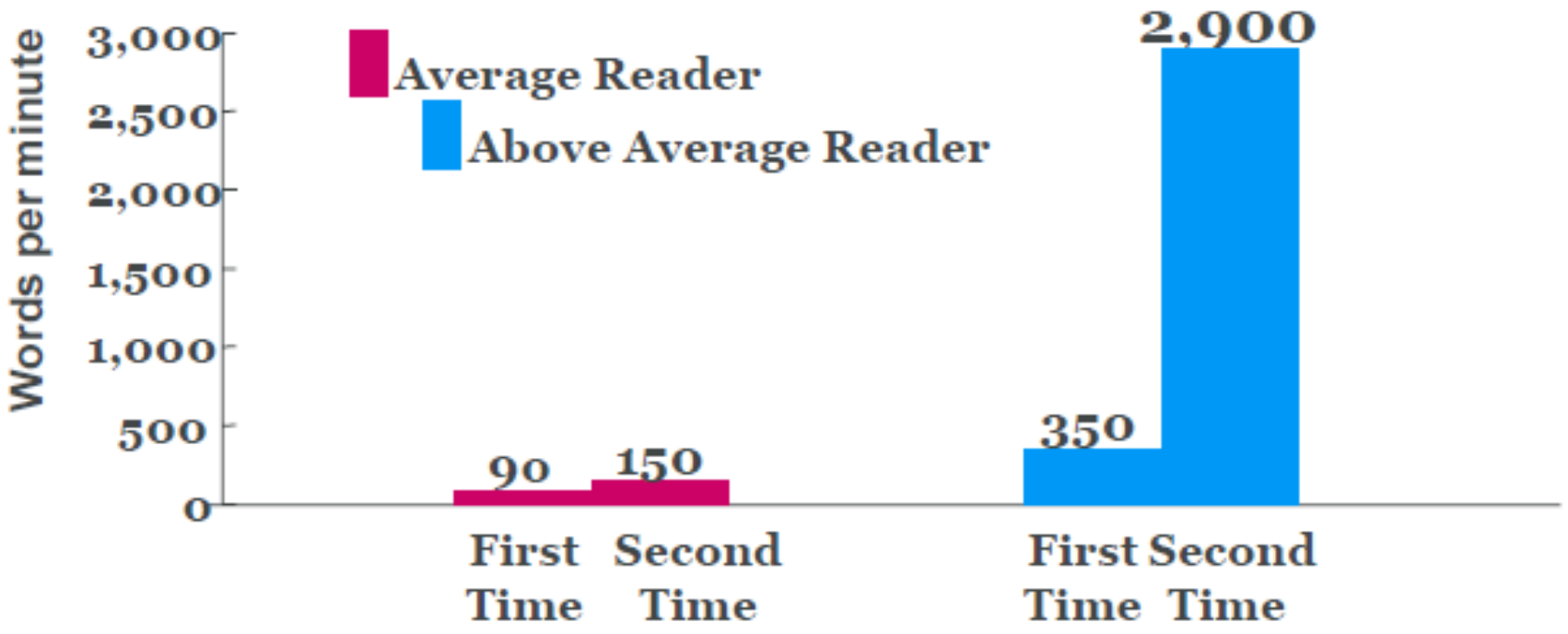
BUILDING STRENGTHS

A FOCUS ON NON STRENGTHS PREVENTS FAILURE

A FOCUS ON STRENGTHS LEADS TO GREATNESS



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PEOPLE WHO FOCUS

ON USING THEIR STRENGTHS

ARE 3 TIMES MORE LIKELY TO REPORT HAVING AN EXCELLENT QUALITY OF LIFE

AND 6 TIMES AS LIKELY TO BE MORE SUCCESSFUL IN THEIR JOBS.

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Liberating insights from a strengths based approach

- You don't have to become a different person to be successful.
- You don't have to be all things to all people.
- You can't be anything you want to be, but you can be more of who you are.
- You can learn to be a better version of who you already are.

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3 TIPS

USING STRENGTHS IN YOUR ROLE

1. Strengths develop best when you work on something that **MATTERS TO YOU**.
2. Strengths develop when other people give you **HONEST FEEDBACK**.
3. Great work happens when you and your team **TAILOR STRETCH GOALS TO YOUR STRENGTHS**.

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#3 The Strengths Based Team

The Strengths Based Team – Build your Team Around Your Talents

Divergent Paths for an Organization

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DISENGAGEMENT

GALLUP Reports:

52% of Workers in the US are Disengaged.

18% of Workers in the US are Actively Disengaged.

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How Leaders affect ENGAGEMENT

When Team Members are **Ignored by Leadership:**

- **3% Engaged**
- 57% Disengaged
- 40% Actively Disengaged

When Leadership Focuses on Strengths:

- **61% Engaged**
- 38% Disengaged
- 1% Actively Disengaged

When Leadership Focuses on **Weakness:**

- **45% Engaged**
- 33% Disengaged
- 22% Actively Disengaged

Strengths Mastery
Your journey to greatness

There is a strong connection between:

- **who people are** and **what they do best**
- **what people do best** and **how people feel**
- **how people feel** and **how people perform**

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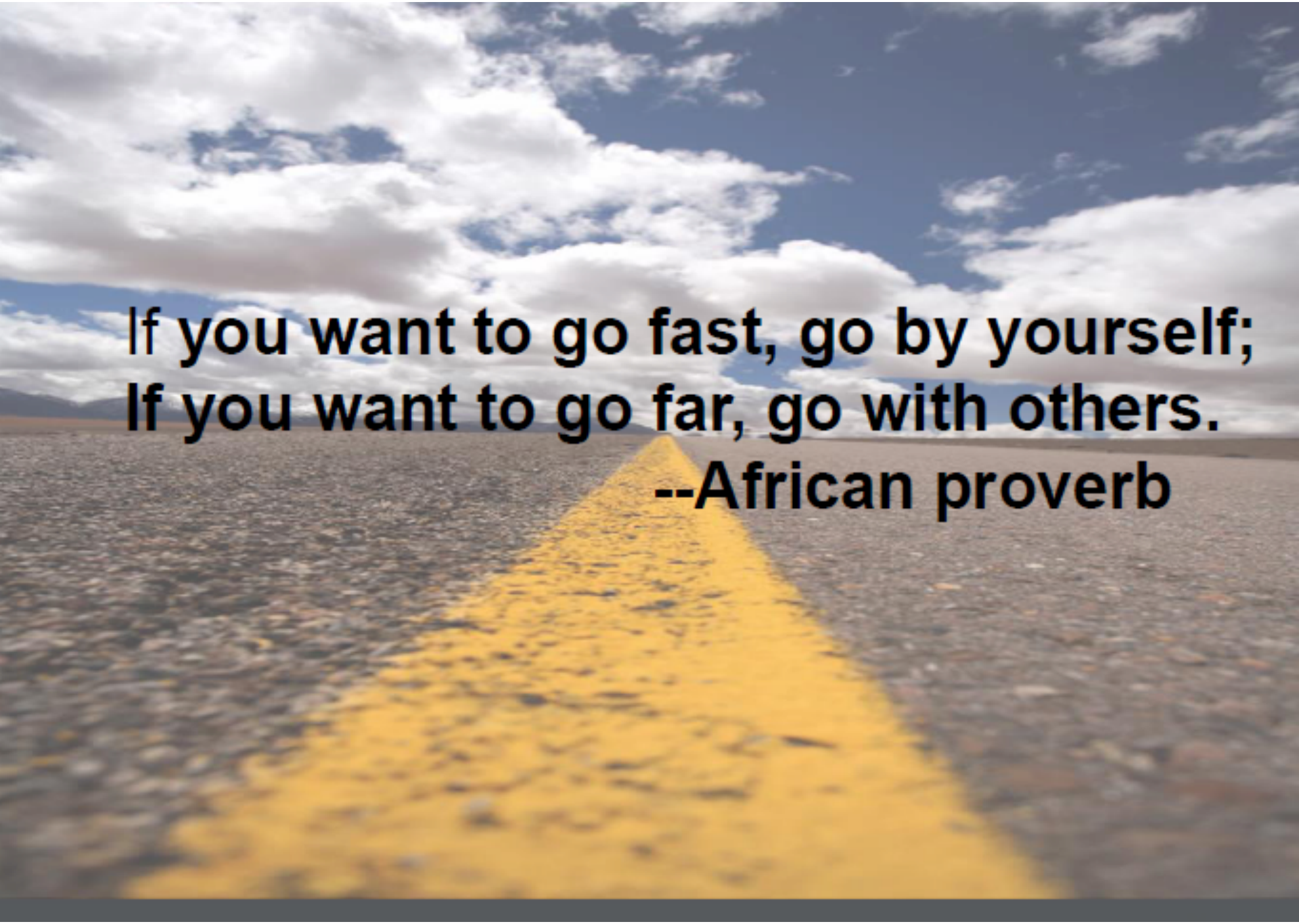

If you want to go fast, go by yourself;
If you want to go far, go with others.
--African proverb

What is a Group v. Team?

Group

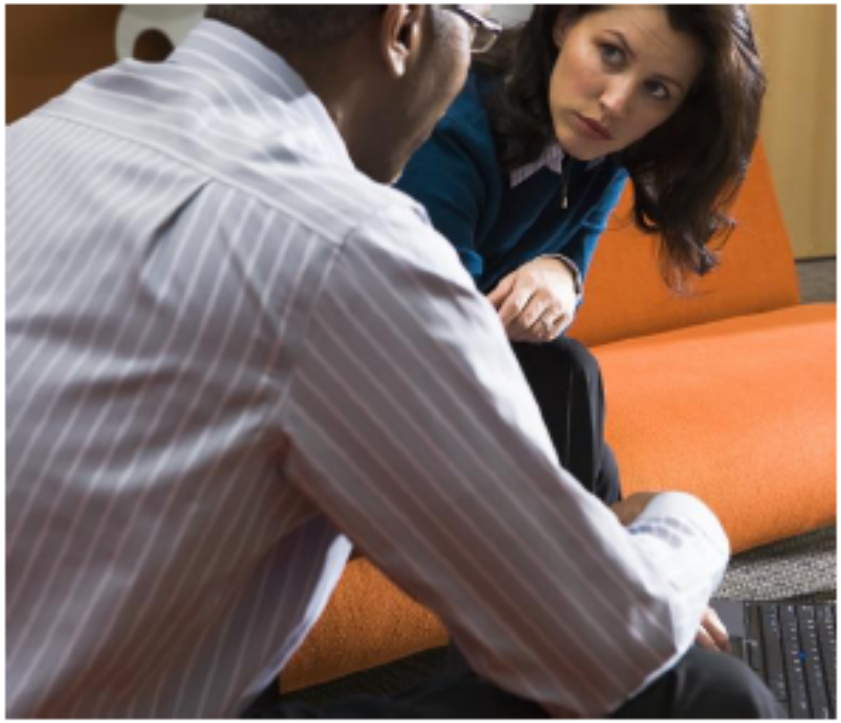
- No specific common purpose
- Collection of individuals
- Undefined roles
- Focused on the present
- Few or no rules/norms
- Individual accountability
- Trust may/may not be critical
- Talents not necessarily complementary
- Results are not connected to any specific common outcome

Team

- Clear performance challenge
- Individuals working interdependently
- Defined roles
- Forward-looking
- Implicit or explicit norms
- Mutual accountability
- Trust built over time
- Individuals with complementary talents (partnerships)
- Specific performance results

GREATNESS

Take your next step: THE BEST OF US



You get the **best of me** when

You get the **worst of me** when:

What **I need** from you is:

You can **count on me to**:

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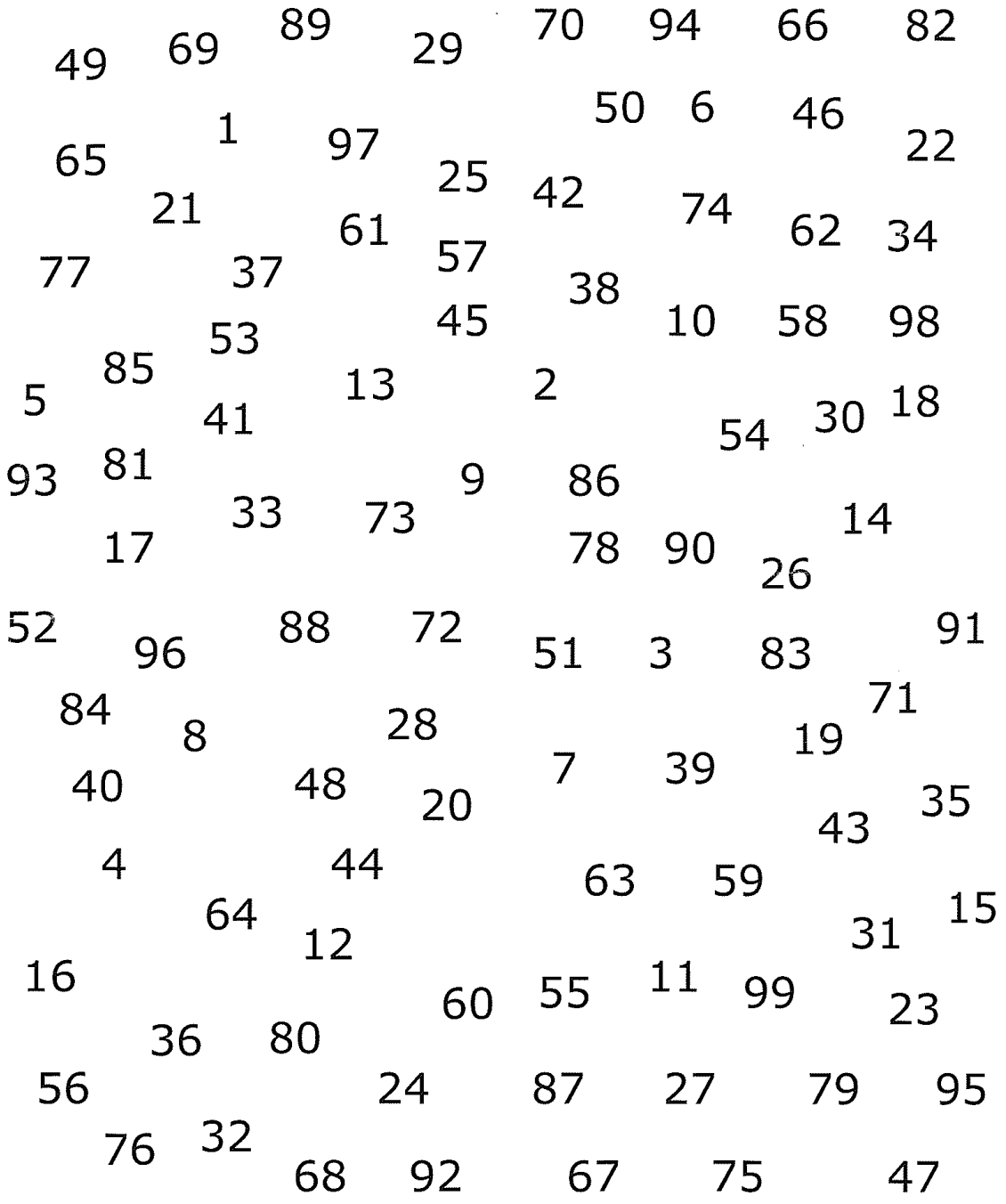
CONNECTING

+Circle as many numbers in order in 60 seconds



+ Connect the DOTS not just Collect the DOTS

+ Fail but Fail harder

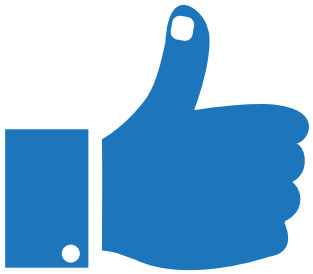
+ Exponential growth when one connects people & ideas

ACTIVITATING

5 Handshakes in 5 minutes

REFLECTING

Props, Warm Fuzzies, Appreciation



+ Make it personal

+ Direct it to the person

+ Don’t speak to them as if they’re not there!!!