

Strengths & Coaching



Goals of today's session. To develop yourself and your employees to bring out your best. To develop teams in a way that builds morale and retention. To prepare you for coaching during this program.



Best DNA: Once you've discovered your "Best DNA" you are able to put more of your energy and time into what makes the most impact. Building on Best DNA can lead you to the greatest heights of professional and personal success. This makes life more fulfilling, improves your ability to lead others, and generally advances your career.



Three key factors overlap to create your Best DNA. **Strengths, Core Purpose & Principles**, plus **Value**. When you know your Best DNA you can focus on making important contributions in the areas where others see alignment between their need and your gifts.



Strengths: There is ample evidence that we can dramatically improve our performance, and the performance of those who work for and with us, when we focus on improving strengths. Peter Drucker, quoted in Harvard Business Review noted that "One should waste as little effort as possible on improving areas of low competence. It takes far more energy and work to improve from incompetence to mediocrity than to improve from first-rate performance to excellence."



SIGNS of a Strength: I have been Successful at it, I do it Instinctively, I am Growing in my competence, and I feel as if I Need to be doing it. Furthermore, It makes me feel Strong when I do it. These are all signs of a strength.



Start your day with your strengths. Energy and mood rise and fall during the day, in part because of blood sugar and other biological processes, and in part because of what you are doing. When you are working from Strength, your energy tends to rise for a significant amount of time. When from weakness, it tends to fall. Timing your efforts can impact your overall energy levels significantly.



Core Ideology: You are as unique as fingerprint. You have your own mixture of Core Purpose and Principles. These generally stay similar throughout our lives.

Core Purpose is what you feel you exist to do. It is what gives your life meaning. You are far more energized when you live in alignment with your Core Purpose.

Core Principles are the behaviors that guide how you live your life. When you live in alignment with your Core Principles you feel more authentic and more comfortable with your choices. Understanding these allows you to change many other things and still be true to yourself.



Value added: What you do that is valued by others. To discover this you may ask yourself the following questions. Why were you hired/promoted? Why do people ask you for help? What do you bring to your family? Your social networks? What important roles do you play at work or in social organizations? What do you tend to be praised for, asked for, etc.? When you know the value you bring you can focus on making the most important contributions you can.

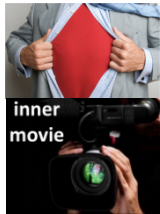
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Best DNA is also a powerful development tool. Use it to impact your own productivity. Use it when you want to positively influence others. Use it in coaching. People will perform better, and naturally improve over time, when the work aligns with their Strengths, their Core Purpose and Principles, and how they are Valued by others.



Coaching Roles: As a coach you play an important role in the life of your protégé. To do so, you must be trusted. When you focus on helping motivate and educate your protégé, you are a valuable asset for supporting success. To be a great coach, be sure you understand both your own Best DNA and that of your protégé.



Heroic Role: Create a positive role for people to fill. Influence their inner movies so that they can see themselves being a significant part of a solution. Describing them negatively usually causes them to resist (fight), avoid you (flight), or even to freeze. When you're frustrated with people reframe your perspective to see how they can be productive members of the team in the future. We all respond much better to being part of a potential success than to being seen as a problem to overcome. When you ground that heroic role in their Best DNA, you create winners!

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4. My Strengths: List strengths I heard today during interviews, exercises, etc. If possible, change the list based on your Strengths Exercise.

5. My Core Purpose: One sentence/phrase that defines what gives meaning in your life

6. My Core Principles: Circle 2-4 principles that guide your behavior everywhere in life

creative expression	care for the environment	self-fulfillment	acting with dignity	treating others with respect	bliss
abundance	achievement	helping others	being dependable	think before acting	peace
balance	humility	moderation	individuality	winning	honor
innovation	dignity	meaning	purpose	lead by example	happiness
relationships	family first	trust	connection	spirituality	evolve
freedom	learn	joy	inspiration	courage	(Other?)
understanding	acceptance	love	caring	compassion	
integrity	sincerity	honesty	gratitude	truth	
grow	have fun	revolution	humor	transformation	

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7. Value: List how classmates see the value I add at work.

8. Best DNA Practice Project: Interview at least 3 people (your manager, a customer of yours and at least one employee. Find out what they see as the value you bring to your work.

Manager:

Customer(s):

Employee(s):

9. Best DNA Practice Project: Describe your Best DNA: Write a paragraph which includes your top 3-5 Strengths, your Core Purpose & Principles, and what you are Valued for.

10. (Next Class) Enhancing my Best DNA: How can I increase the percentage of my life living, acting, behaving in my Best DNA (Strengths, Core Purpose and principles, and how I am Valued)?

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11. How can I create a heroic role for specific employees who work for me?

12. What builds trust?

13. Who are some great coaches I have known? Known about?

14. Where can I coach to help individual, team and company results?

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