

# ICBE

IRISH CENTRE  
FOR BUSINESS  
EXCELLENCE

*Where knowledge is shared and multiplied*

## ICBE Lunchtime Webinar

*Using Your Strengths to  
Re-Energise Yourself  
& Unlock Potential*

**Thursday, October 6<sup>th</sup> @ 1pm**

We will be starting in a  
few minutes



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# USING YOUR STRENGTHS TO RE-ENERGISE & UNLOCK POTENTIAL

ICBE OCT 6<sup>TH</sup> 2022



# WHAT IS ENERGY?

- Pep in your step
- Fire in your belly
- Mojo back
- Swagger
- Buzz
- Flow



- Strengths in Action!



# STRENGTHS

- Positive Psychology-Playing to our Strengths
- Negativity Bias of our Brains



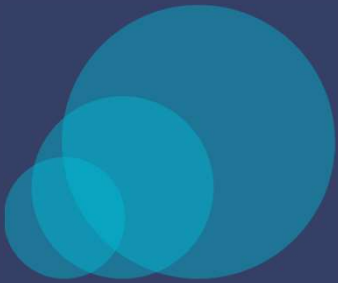
# NEGATIVE EFFECTS OF PANDEMIC ON OUR PSYCHE.

- Our capacity to be open to new concepts
- Our tendency to reach out to others
- Our desire to strive towards goals, do tasks well, take responsibility.

■ *Ref; Dr Jolanta Burke, RCSI Health Sciences 28 Sep 2022*

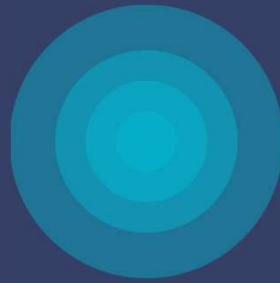


## DEFINING STRENGTHS



### Performance

How well you perform  
when using these  
strengths



### Energy

How energised you  
are by using these  
strengths



### Use

How often you use  
these strengths

■ *Source Cappfinity*

# BENEFITS OF STRENGTHS

## Why You Should Use Strengths

- Happier and more confident
- Higher levels of self-esteem and energy
- Experience less stress and more resilience
- More likely to achieve goals
- Perform better and more engaged at work
- Develop quicker in areas of strength



Source; Cappfinity



# BENEFITS OF STRENGTHS

## Why Your Team Should Use Strengths

- Increased productivity & goal attainment
- Effective talent management
- Improved relationships and communication
- Increased engagement & wellbeing
- Improved delegation
- Increased creativity
- Role clarity



Richardson & West, 2009;  
Losada & Heaphy, 2004

Source; Cappfinity



# BENEFITS OF STRENGTHS

## Results

- 42% high performers say managers talk about strengths
- 6% increase in employee engagement
- 7.8% increase in productivity
- 54% positive change in perception of employer

■ Source; Cappfinity



# STRENGTHS SPOTTING

REF; STRENGTHS PROFILE WHITE PAPER, CAPP & CO LTD 2018



## Motivated

Team members are willing to volunteer, show enthusiasm and there is a genuine sense of a forward momentum towards the actions they are describing or taking. They contribute just for the love of doing it.



## Authentic

Their communication is genuine, reflecting their true beliefs and values. We see the 'real person' as there is a tone of humility, honesty, and trustworthiness in the way they speak.



## Attention

They are fully absorbed in what they are communicating and find it easy to focus.



## Energised

They hit the ground running fast with learning at pace, often. The activities seem to come easily to them compared to others.



## Rapid Learning

They hit the ground running fast with learning at pace, often. The activities seem to come easily to them compared to others.



## Language

They use colourful visual language that paints a picture and is descriptive. They frame what they say in a positive way using adjectives in their descriptions. Do you hear them say 'I love to....' or 'It is just great when....'?



## Body Language

Their body language exudes confidence, they sit upright or lean into the conversation. They make eye contact with you.



## Tone of Voice

Their tone of voice and pitch will have variety throughout the conversation. The volume may change from soft to loud, the speed may increase as they become more animated.



## Childhood Memories

Frequently they will easily cite childhood memories especially if prompted for examples because strengths will originate from our early lives.



## To-Do List

What do they do without needing to be reminded or always get done first? Frequently the sign of a strength is something gets done that never makes it onto a 'to-do' list.



# STRENGTH SPOTTING

## Weakness

Anxious

Drained

Agitated

Withdrawn

Inauthentic

Shorter response

To-do lists!

## Strengths

Passionate

Focused

Animated

Detailed

Relaxed

Quick to learn

Volunteer

■ *Source; Cappfinity*



# UNLOCKING POTENTIAL

## REALISED STRENGTHS

Strengths you use and enjoy

Perform well    Energising    Higher use

Use wisely

## UNREALISED STRENGTHS

Strengths you don't use as often

Perform well    Energising    Lower use

Use more

## LEARNED BEHAVIOURS

Things you've learned to do but may not enjoy

Perform well    De-energising    Variable use

Use when needed

## WEAKNESSES

Things you find hard and don't enjoy

Perform poorly    De-energising    Variable use

Use less

■ Source; Cappfinity



# UNBLOCKING POTENTIAL & DEVELOPMENT

## REALISED STRENGTHS

Strengths you use and enjoy

Perform well   Energising   Higher use

Use wisely

- |                       |                  |
|-----------------------|------------------|
| 1 Emotional Awareness | 5 Explainer      |
| 2 Humility            | 6 Esteem Builder |
| 3 Change Agent        | 7 Centred        |
| 4 Humour              |                  |

## UNREALISED STRENGTHS

Strengths you don't use as often

Perform well   Energising   Lower use

Use more

- |               |                           |
|---------------|---------------------------|
| 1 Self-belief | 5 Adaptable               |
| 2 Optimism    | 6 Improver                |
| 3 Mission     | 7 Personal Responsibility |
| 4 Persistence |                           |



# SUMMARY

- Understand who we are and what we are capable of!
- Confidence when we truly recognise and utilise our strengths
- Celebrate our uniqueness
- Show up and be our Best Selves!



THANK YOU!



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