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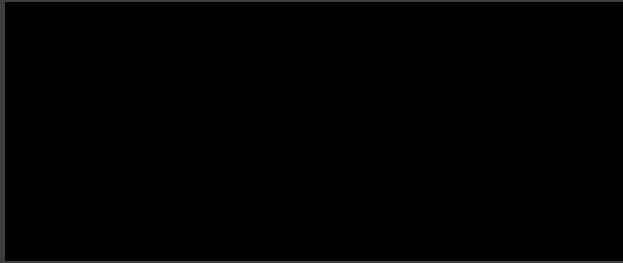
# Introductions

UMSL

April Register  
UMSL

Alex Socarides  
MU

Gerry Wyckoff  
UMKC



## Relational

Collaboration  
Compassion  
Developing  
Others  
Empathy  
Leading  
Persuasiveness  
Relationship  
Building

## Emotional

Courage  
Emotional  
Control  
Enthusiasm  
Optimism  
Resilience  
Selfconfidence

## Thinking

Pragmatism  
Creativity  
Critical  
Thinking  
Detail  
Orientation  
Strategic  
Thinking

## Execution

Decisiveness  
Efficiency  
Flexibility  
Initiative

# Reflection

Think back on the past semester or past year, identify a few times that you felt most \_\_\_\_\_ at work or by your work?

# Examples of what might have been required

Relational	Emotional	Thinking	Execution
Collaboration	Courage	Pragmatism	Decisiveness
Compassion	Emotional	Creativity	Efficiency
Developing	Control	Critical	Flexibility
Others	Enthusiasm	Thinking	Initiative
Empathy	Optimism	Detail	Results Focus
Leading	Resilience	Orientation	Self
Persuasiveness	Selfconfidence	Strategic	Improvement
Relationship		Thinking	
Building			

## Optimizing your strengths

- ‡ Using the right amount of your best suited strengths for the given situation

## Performance Risks

- ‡ Limiting Drainers
- ‡ Strengths in Overdrive





Courage **Recklessness**

Leadership **Domineering and controlling**

Critical Thinking **Overly critical, nit picky, or cynical**

Decisiveness **Rash and overhasty decision making**

Detail Orientation **Toxic perfectionism or micromanaging**

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**Strengths in Overdrive: too much of a good thing**

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# Strengths Reflection & Discussion

‡Are there any of your strengths you suspect might be in overdrive?

‡What can you do to mitigate?

‡What moderator strengths might you dial up?

‡Are there any strengths that you are not exercising?

‡What could you do to incorporate those strengths either at work or outside?

2 minute reflection followed by  
8 minutes to discuss in breakout rooms

Are you willing to do something about it?

Yes

No

Stop  
doing it?

Change  
the  
process?

Outsource  
or  
delegate  
it?

Reframe  
it?

Learn  
about it?

Own it.

Own it.

# Draine Reflection & Discussion

‡Think back on the last semester or year, which drainers were being tapped into? (perhaps in new ways or to new degrees)

‡What strategies for dealing with drainers do you want to try?

2 minute reflection followed by  
8 minutes to discuss in breakout rooms

# Building & Protecting the Energy of Your Team

- ‡ greatest achievements in the past semester/year?
- ‡ What combination of strengths did it take to achieve?
- ‡ Does your team optimize the energizers of its members?
- ‡