



Robertá Burke and Joe Cannon

**Maximizing Students'
Talents and Strengths
CEDP 2011**



Our Signature Talents

Joe

- Positivity
- Empathy
- Developer
- Adaptability
- WOO

Roberta

- Achiever
- Relator
- Responsibility
- Focus
- Activator



Introductions

- Introduce yourself to the group by identifying one of your top five strengths.
- How does that strength play out in your life?



Strengths Perspective

“If you want to know about excellence, you have to study excellence” Don Clifton

- “You start seeing people in terms of who they are...rather than in terms of who they aren’t”
Chip Anderson, 2000
- Positive Psychology

3 myths that keep you from living a life that plays to your strengths:

1. As you grow you change
2. You have the opportunity to grow most where you are weak
3. You must chip in for the good of the team





Strengths and Performance

“One should waste as little effort as possible on improving areas of low competence. It takes far more energy to improve from incompetence to mediocrity than it takes to improve from first-rate performance to excellence.”



Peter Drucker



5 SIGNATURE THEMES
WWW.STRENGTHSQUEST.COM

Five Clues to Talent

Yearning

Rapid
Learning


Flow

Glimpses of
Excellence

Satisfaction



Talent Development

- A talent: a naturally recurring pattern of thought, feeling or behaviour that can be productively applied
 - Talents may either be developed or ignored
 - If used talents become stronger
 - If talents are not used – they become useless
 - One's greatest talents represent the areas where he or she has the greatest potential for growth
 - When fully developed and used, talents produce a person's greatest success and greatest fulfillment
- 

Strength = Talent + Knowledge + Skills

- Talents can be transformed into strengths by adding skills and knowledge related to the task
- Strength – the ability to consistently perform a specific task at a nearly perfect level



Team work

- Form groups of 3 or 4
- Select one of your talents strengths to discuss
- Create a plan
 - Describe the theme and its talents
 - How is this talent beneficial to the class?
 - What is the shadow side of this talent?
 - How would you encourage the student to develop this talent into a strength?
- Prepare to share with the class (5 minutes)



Our role as educators

At the individual level strengths based development involves three stages:

1. Identification of things done at excellence
2. Claiming strong points, naming them, sharing them
3. Maximizing performance by actively using talents whenever possible



**THOUGHTS,
QUESTIONS,
SUGGESTIONS . . .**



Educator Resources

www.strengthsquest.com

