

# Successful Strategies for Woman Series:

- ***Strengths-Based Leadership***
  - *Envisioning your Business Beyond Today (June 7th)*
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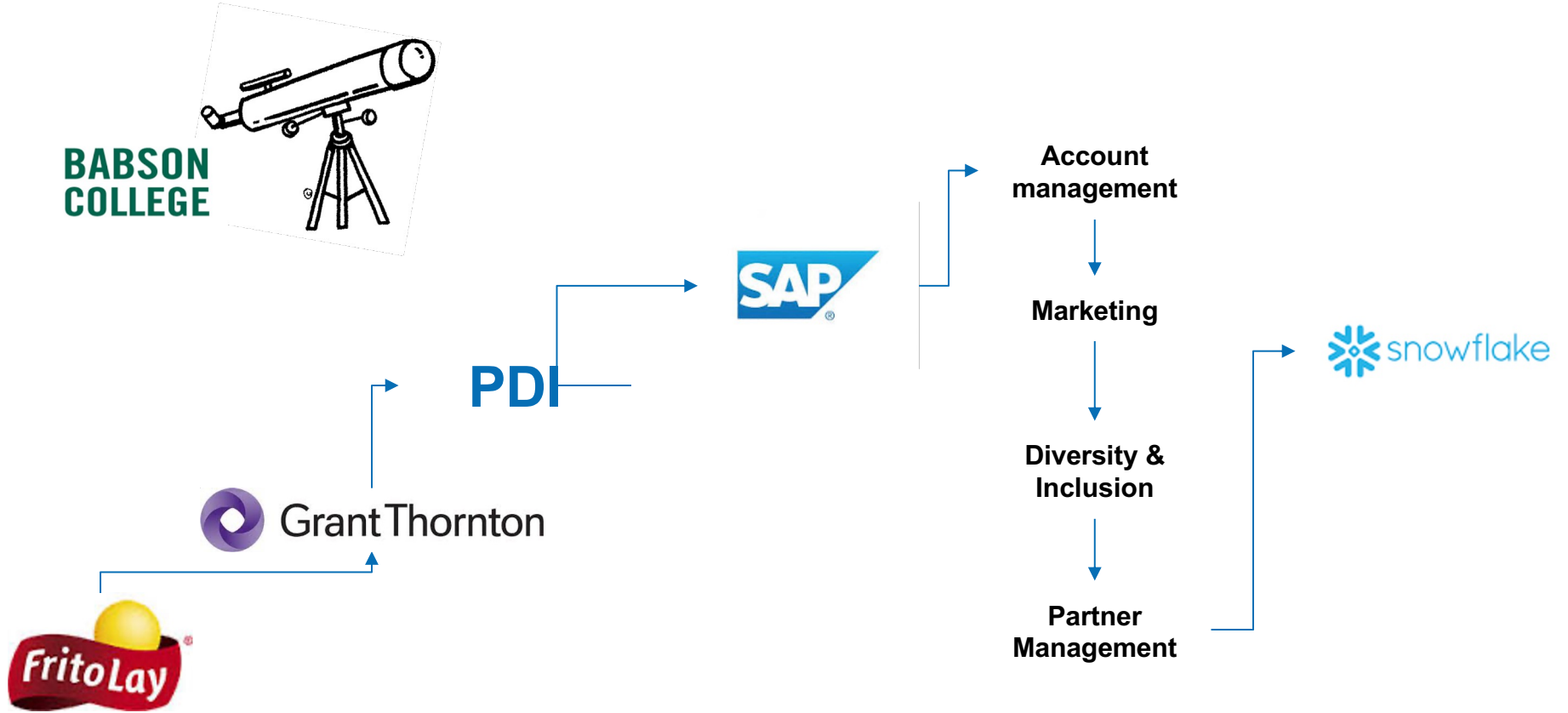
June 28, 2022

## Nicole McCabe (*Influencer / Advisor*)



- Girl mom, dog mom and wife with a passion for helping others succeed in being happy
- 25+ years work experience (20 in the tech industry)
- Generalist with a knack for seeing the whole picture and driving strategy to execution.
- Professional & Personal Coach
- SCORE mentee

# My career maze...



# Agenda

- Recap of “Envisioning Your Business Beyond Today”
- What are strengths?
- How to find your strength
- How to integrate strengths into your leadership
- Resources

# What are Blindspots & How to Identify Them

## Definition of “Blindspot”

- 1) An area in which one fails to exercise judgment or discrimination, *Merriam Webster*
- 1) “That one thing they don’t see becomes the constraint for growth.” *Entrepreneurial Blind Spots, Mary E. Marshall*

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# Understanding and Addressing Blindspots

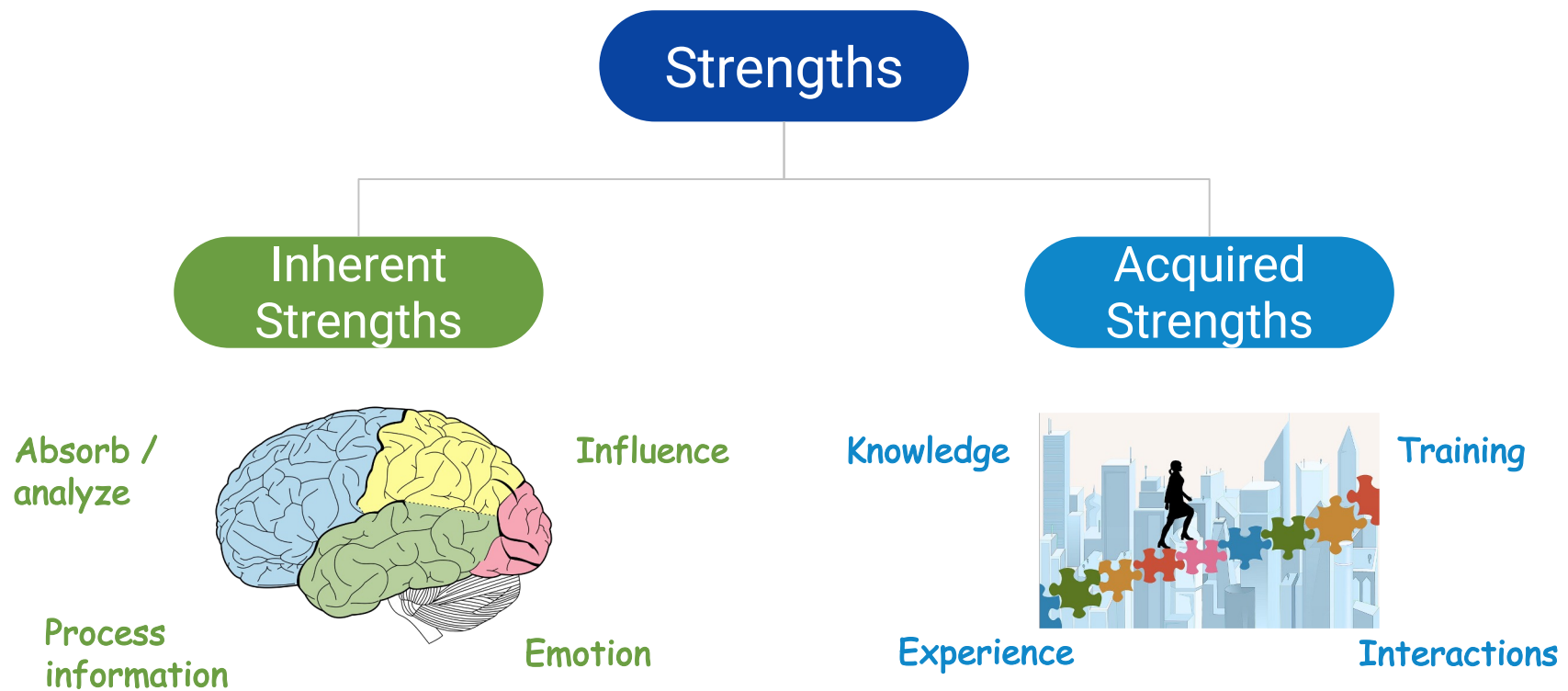
## Understanding them

- What experience do you have?
- What are your weaknesses and strengths?
- Where do you procrastinate?
- Do you have too little, or too much, self-confidence?
- Do you have a fear of failure?

## Top way to address blindspots:

- Be open and ask for feedback
- Look at your strategic plan - what is inherently known and what is not?
- Partner with a mentor or coach  

- Take time for assessments / self reflection

# Understanding Strengths



# Identifying Your Inherent Strengths

## Cliftonstrengths 34

by  
Gallup

**Fee:** \$49

**Alternative:** Top 5,  
\$19.99

Looks at top 4 strengths  
or all 34 combination of  
strengths.

## StandOut Assessment

by Marcus Buckingham,  
ADP and Harvard  
Business Publishing

**Fee:** Free for limited  
time

Defines your strengths  
based on 9 categories.  
Find out more [here](#).

## Saboteurs Assessment

By Positive Intelligence,  
Dr. Shirzad Chamine

**Fee:** Free

Premise is “*your mind is  
best friend, but it can  
also be your worst  
enemy.*”

# Understanding “Strengths” - CliftonStrengths

34 strength  
“themes”,  
broken into 4  
“domains”

## STRATEGIC THINKING

Analytical Context Futuristic Ideation Input Intellection Learner Strategic

## EXECUTING

Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative

## INFLUENCING

Activator Command Communication Competition Maximizer Self-Assurance Significance Woo

## RELATIONSHIP BUILDING

Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator

# CliftonStrengths Sample Report

## STRENGTHEN

1. **Significance**
2. **Futuristic**
3. **Individualization**
4. **Focus**
5. **Maximizer**
6. Strategic
7. Learner
8. Achiever
9. Responsibility
10. Belief

## NAVIGATE

11. Analytical
12. Competition
13. Activator
14. Self-Assurance
15. Discipline
16. Communication
17. Arranger
18. Intellection
19. Positivity
20. Ideation
21. Woo
22. Input
23. Deliberative
24. Developer
25. Relator
26. Connectedness
27. Command
28. Consistency
29. Empathy
30. Context
31. Harmony
32. Restorative
33. Adaptability
34. Includer

You lead with **Influencing** CliftonStrengths themes.

■ **EXECUTING** themes help you make things happen.

■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

■ **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

■ **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE >](#)

## INFLUENCING

# 1. Significance

### HOW YOU CAN THRIVE

You want to make a big impact. You are independent and prioritize projects based on how much influence they will have on your organization or people around you.

### WHY YOUR SIGNIFICANCE IS UNIQUE

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

Because of your strengths, you probably work diligently, persevering to the very end. You are gratified when people tell others you are a competent, trustworthy, and accomplished individual.

Driven by your talents, you are determined to be in charge of your own destiny. This is your life. You intend to be the ultimate decision maker regarding personal and professional matters.

It's very likely that you live your life at center stage. It is risky at times. However, it is the only way you will ever know how much people appreciate and love you. Being a person of prominence and achievement comes naturally to you. You easily capture the attention of others. You sense that you are most alive when you hear thunderous applause or receive accolades from those who realize you are important.

Chances are good that you contend that what you have to say is very important. You probably tell individuals or groups they would be wise to stop what they are doing and give you their undivided attention.

By nature, you seek to be held in high regard and admired as a person of worth. You are delighted when people want to spend time with you.

### WHY YOU SUCCEED USING SIGNIFICANCE

You want to do important work and are determined to make a difference. You want others to respect you for your significant contribution and willingness to work hard to achieve success.

CliftonStrengths<sup>®</sup>

DONALD CLIFTON | 12-30-1999

### TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

*Look for opportunities to do important work where you can help others raise the bar.*

- Imagine the legacy you want to leave. Picture yourself in the future. When you look back on your life, what will you have done to make the world a better place?
- Make a list of the goals, achievements and qualifications you want to accomplish, and put them where you will see them every day. Use this list to inspire yourself.
- Tell the important people in your life how valuable their feedback and support are to you. You need appreciation and affirmation, and their words can motivate you.
- Stay focused on performance. Your strong Significance theme compels you to set outstanding goals.
- Write down your strengths, and refer to them often. Reminding yourself what you do best gives you the confidence to rebound when you don't get the feedback you need.

### WATCH OUT FOR BLIND SPOTS

- Because of your strong Significance talents, people might perceive you as overly concerned about your reputation and success. Acknowledge that you will need to earn the respect of others through your actions and contributions.
- Sometimes you might mask your vulnerability or come across as overly controlled, and this can make it difficult for others to know how to support you. Consider the value of making others feel important by letting them know when you need help.

# Understanding “Strengths” - StandOut

## 9 Core Strengths



### ADVISOR

You are a practical, concrete thinker who is at your most powerful when reacting to and solving other people's problems.



### CONNECTOR

You are a catalyst. Your power lies in your craving to put two things together to make something bigger than it is now.



### CREATOR

You make sense of the world, pulling it apart, seeing a better configuration, and creating it.



### EQUALIZER

You are a level-headed person whose power comes from keeping the world in balance, ethically and practically.



### INFLUENCER

You engage people directly and convince them to act. Your power is your persuasion.



### PIONEER

You see the world as a friendly place where, around every corner, good things will happen. Your distinctive power starts with your optimism in the face of uncertainty.



### PROVIDER

You sense other people's feelings, and you feel compelled to recognize these feelings, give them a voice and act on them.



### STIMULATOR

You are the host of other people's emotions. You feel responsible for them, for turning them around, for elevating them.



### TEACHER

You are thrilled by the potential you see in each person. Your power comes from learning how to unleash it.

# Understanding “Strengths” - Saboteurs Assessment



## **Avoider**

Focusing on the positive and pleasant in an extreme way. Avoiding difficult and unpleasant tasks and conflicts.



## **Controller**

Anxiety-based need to take charge and control situations and people's actions to one's own will. High anxiety and impatience when that is not possible.



## **Hyper-Achiever**

Dependent on constant performance and achievement for self-respect and self-validation. Latest achievement quickly discounted, needing more.



## **Hyper-Rational**

Intense and exclusive focus on the rational processing of everything, including relationships. Can be perceived as uncaring, unfeeling, or intellectually arrogant.



## **Hyper-Vigilant**

Continuous intense anxiety about all the dangers and what could go wrong. Vigilance that can never rest.

# Understanding “Strengths” - Saboteurs Assessment



## **Pleaser**

Indirectly tries to gain acceptance and affection by helping, pleasing, rescuing, or flattering others. Loses sight of own needs and becomes resentful as a result.



## **Restless**

Restless, constantly in search of greater excitement in the next activity or constant busyness. Rarely at peace or content with the current activity.



## **Stickler**

Perfectionism and a need for order and organization taken too far. Anxious trying to make too many things perfect.

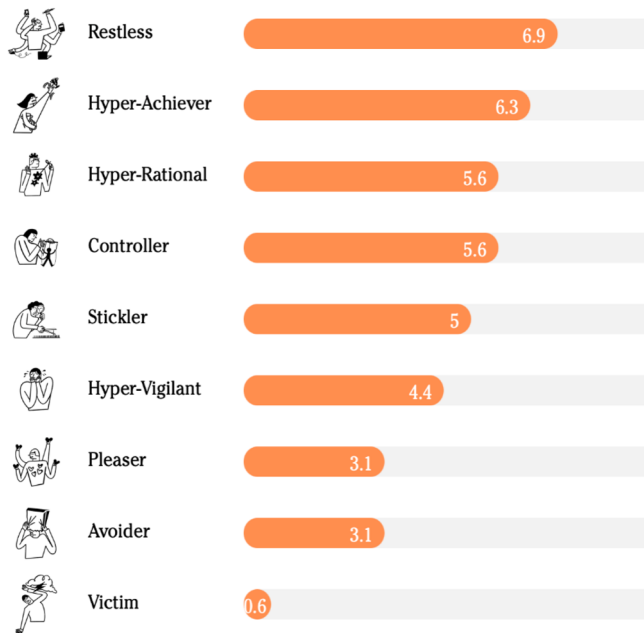


## **Victim**

Emotional and temperamental as a way to gain attention and affection. An extreme focus on internal feelings, particularly painful ones. Martyr streak.

# Saboteurs Assessment Sample

nicole, here are your results



Explore saboteurs' descriptions and notice the ones that speak to you. Remember, no one fits a Saboteur description completely. Look for the general patterns.

Saboteurs are your internal enemies. They represent a set of automatic habits of your mind, each with its own voice, beliefs, and assumptions that work against your best interest. There are **10 Saboteurs in total**, and we all suffer from at least a couple of them.

# Hyper-Rational

5.6

Intense and exclusive focus on the rational processing of everything, including relationships. Can be perceived as cold, distant, and intellectually arrogant.

## Characteristics

- Intense and active mind, sometimes coming across as intellectually arrogant or secretive.
- Private and don't let many people into my deeper feelings.
- Mostly show feelings through passion in ideas.
- Prefer to just watch the craziness around me and analyze from a distance.
- Can lose track of time due to my intense concentration.
- High penchant for skepticism and debate.

## Thoughts

- The rational mind is where it is at.
- Feelings are distracting and irrelevant.
- Many people are so irrational and sloppy in their thinking.
- Needs and emotions of others distract me from my projects.
- I need to shut out intrusions.
- What I value most is knowledge, understanding, and insight.
- Self worth is attached to mastering knowledge and competence.

## Feelings

- Frustrated with others being emotional and not rational enough.
- Anxious about preserving personal time, energy, and resources against intrusions.
- Feeling different, alone, and not understood.
- Often skeptical or cynical.

## Justification Lies

The rational mind is the most important thing. It should be protected from the wasteful intrusion of people's messy emotions and needs, so it can get its work done.

## Impact on Self and Others

- Limits the depth and flexibility of relationships in work and life by analyzing rather than experiencing feelings.
- Intimidates less analytically intense people.

## Original Survival Function

The Hyper-Rational is a good survival strategy in early childhood circumstances of emotional turmoil or chaotic surroundings. The escape into the neat and orderly rational mind generates a sense of security or a sense of intellectual superiority. It also gains us attention and praise by showing up as the smartest person in the room.

> Next Saboteur

Finish Exploring

# Understanding *Acquired* Strengths



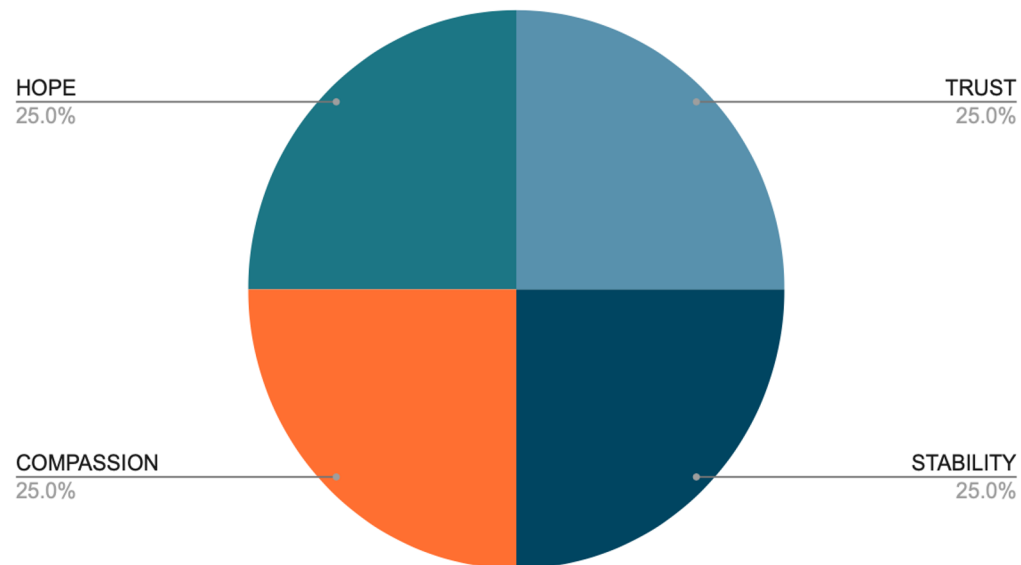
- What skills have you developed?
- What jobs have you had?
- How did you work with others?
- What education have you had?

# Embracing Strengths-based Leadership

*“What great leaders have in common is that each truly knows his or her strengths - and can call on the right strength at the right time.”*

– Tom Rath, *Strengths Based Leadership: Great Leaders, Teams, and Why People Follow: A Landmark Study of Great Leaders, Teams, and the Reasons Why We Follow*

## *Strengths-Based Leadership: The 4 Things Followers Need*



# Steps you can take NOW

- Build Self-Awareness through assessments
- Evaluate and define your unique leadership style
- Assess your team, is their diversity in strengths?
- Patience! Leading with strengths takes practice! Take it situation by situation.

# Additional Resources

## Resources for Strength Assessment

- [CliftonStrengths \(Previously StrengthsFinder 2.0\)](#) (\$49.99)
- [Positive Intelligence Saboteurs Assessment](#) (Free)
- [7 Ways to Identify Your Blindspots as a Leader](#) (Blog Hive.com)
- [Entrepreneurial Blindspots](#) (www.onfire.com)

## Resources for women entrepreneurs

1. [Building Career Confidence - Your success depends on it!](#)
2. [You don't need to niche down to succeed](#)
3. [13 Tips to start a small business for women entrepreneurs](#)
4. [How do you become a certified women-owned business](#)

## The Personal Development Podcast for Female Entrepreneurs

[Mindset Reset Radio \(Jessica Thiefels\) - around 90 Podcasts](#)

**Listen NOW for Part 1:** ["Envisioning Your Business Beyond Today"](#)

# Questions & Contact Information

If you think of questions after today's session, please feel free to send them to:

[Krishna.akella@scorevolunteer.org](mailto:Krishna.akella@scorevolunteer.org)