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Overview

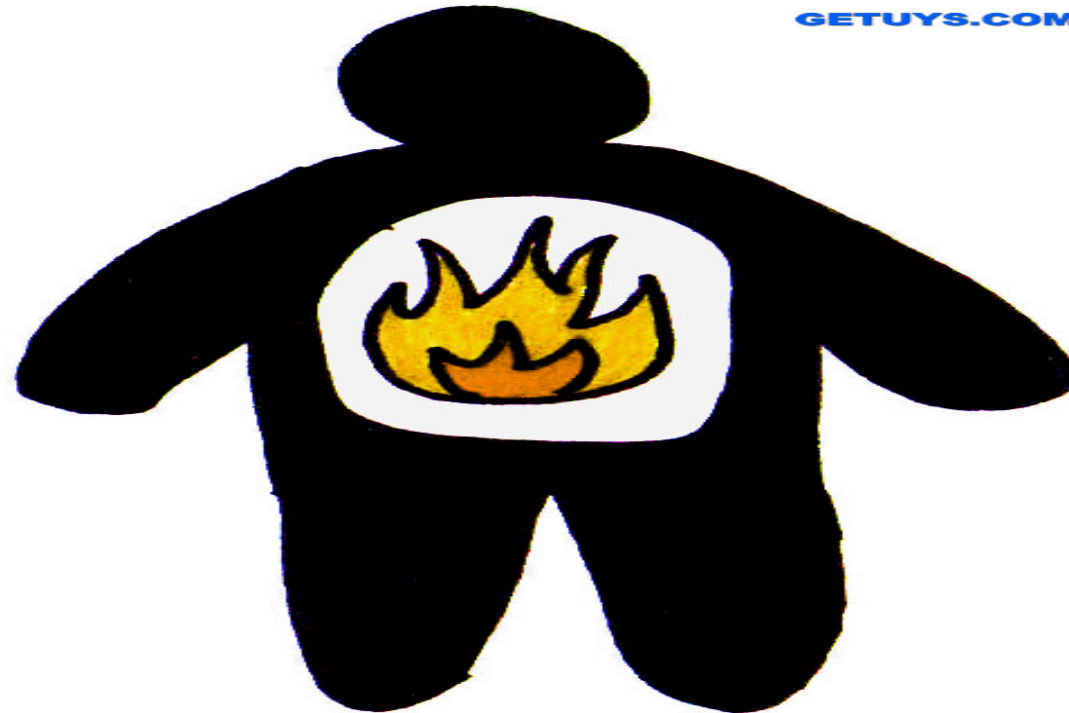
- Introduction – Amy
- Background – Scott
- Group Activities
 - My strengths and how I use them – Amy
 - Picture of Excellence – Scott
- Q&A



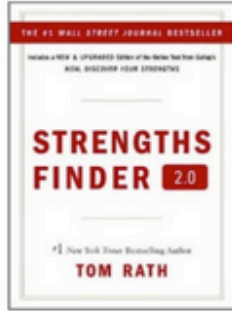
Our Top Five Strengths...

Amy - Woo/Individualization/Arranger/Responsibility/Relator

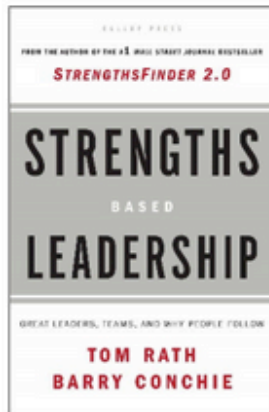
Scott - Empathy/Ideation/Positivity/Harmony/Strategic



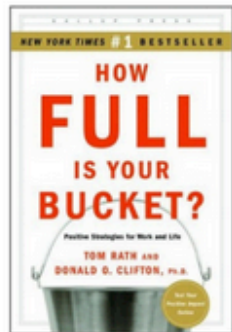
Evolution of StrengthsFinder



- **StrengthsFinder**
 - 34 strengths



- **Strengths Based Leadership**
 - 34 strengths in 4 domains/themes
 - why people follow



- **How Full is Your Bucket?**
 - Helping others discover their strengths

Why is self-assessment so important?

- **Because most don't assess ourselves accurately**
 - Dunning and Kruger effect (1999 & 2003)
 - Crawford, Lang, Fink, Dalton, & Fielitz (2011)
- **Because most aren't using their strengths fully**
 - Strengths Based Leadership, p 12
 - Because self-awareness leads to better team performance(Dierdorff & Rubin, HBR, 2015)

Why is self-assessment so important?

Over past 15 years, the Gallup Organization surveyed over 10mm people worldwide on their workplace engagement (*how positive and productive you are at work*) using the statement:

“At work, I have the opportunity to do what I do best everyday.”

- Only 1/3 of respondents strongly agree
- Those who agreed - 6x more likely to be engaged in their jobs
- And - 3x more likely to report having an excellent quality of life in general

Why is self-assessment so important?

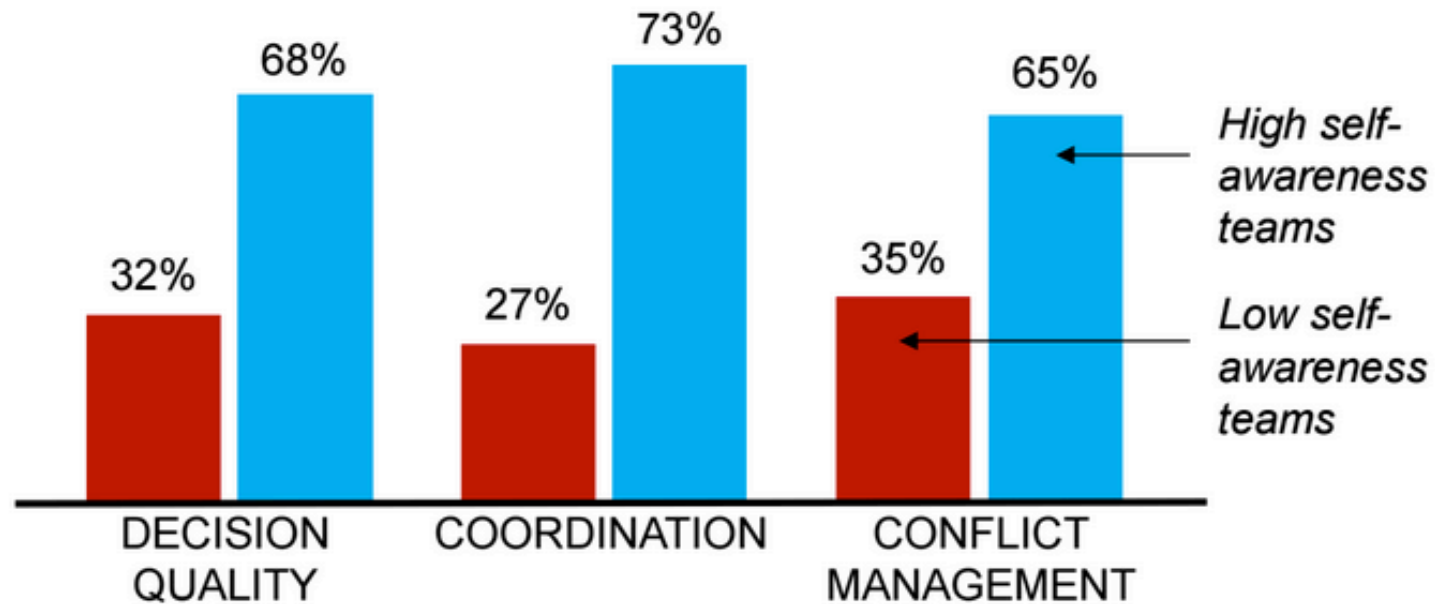
- Those who “disagreed” or “strongly disagreed” reported consistent “emotional disengagement” from their jobs.
- Implications for workplace productivity, satisfaction, organizational leadership
- When able to put most energy into developing natural talents, great room for growth and productivity exists



**** Revised Maxim...You cannot be anything you want to be -- but, you can be a lot more of who you already are.***

Why do we need to assess ourselves?

PROBABILITY OF SUCCESS

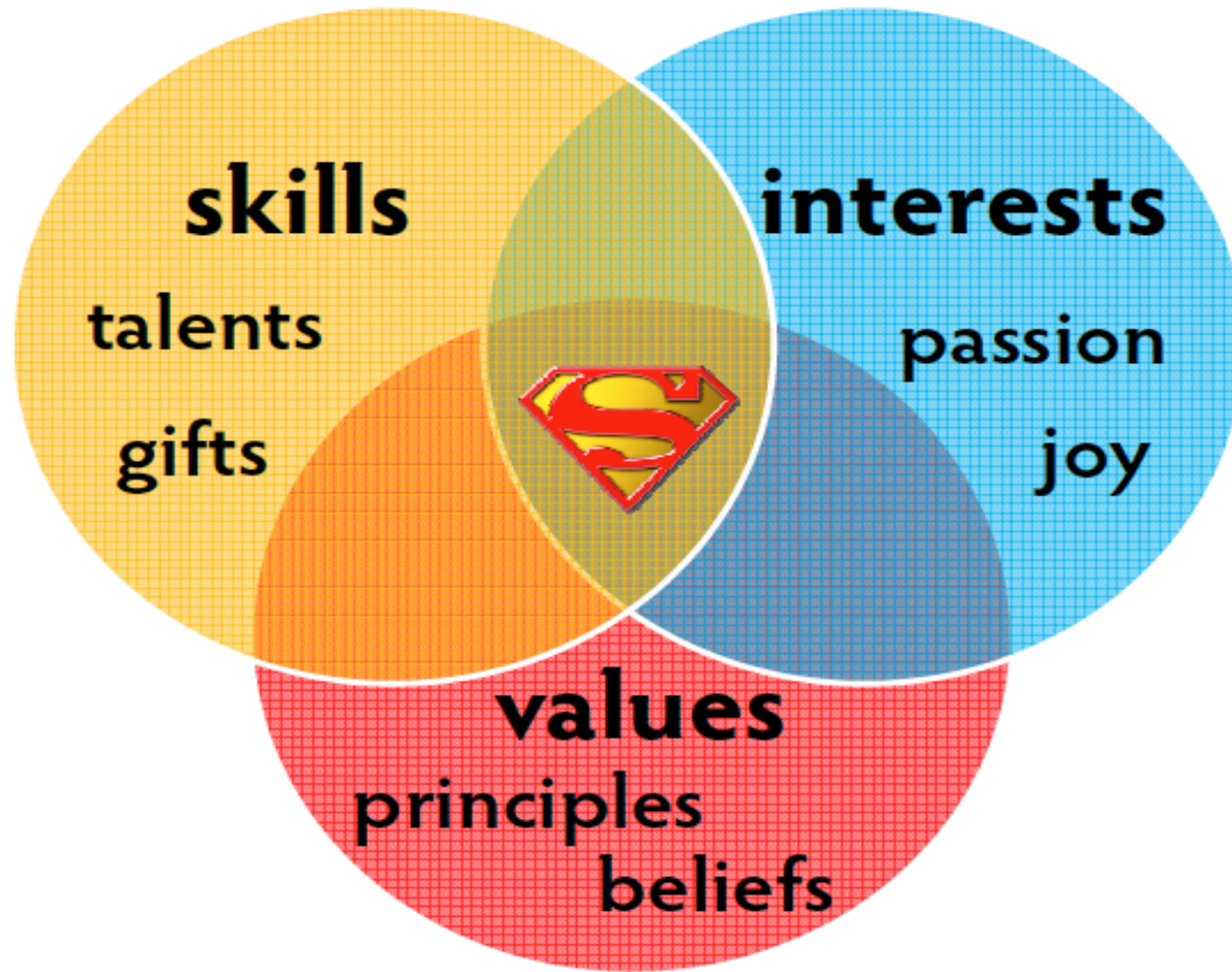


Dierdorff & Rubin, March 2015

HBR.ORG

Because self-awareness leads to better team performance

What exactly is a strength?



Our strengths are where skills, interests, and values merge,
and so where we want to grow.

My Strengths and How I Use Them

- What stood out to you as you listened to your partner talk about his or her strengths?
- Did you have one or more strengths in common with your partner?
- What insights, if any, did you gain from how your partner discussed a shared strength?

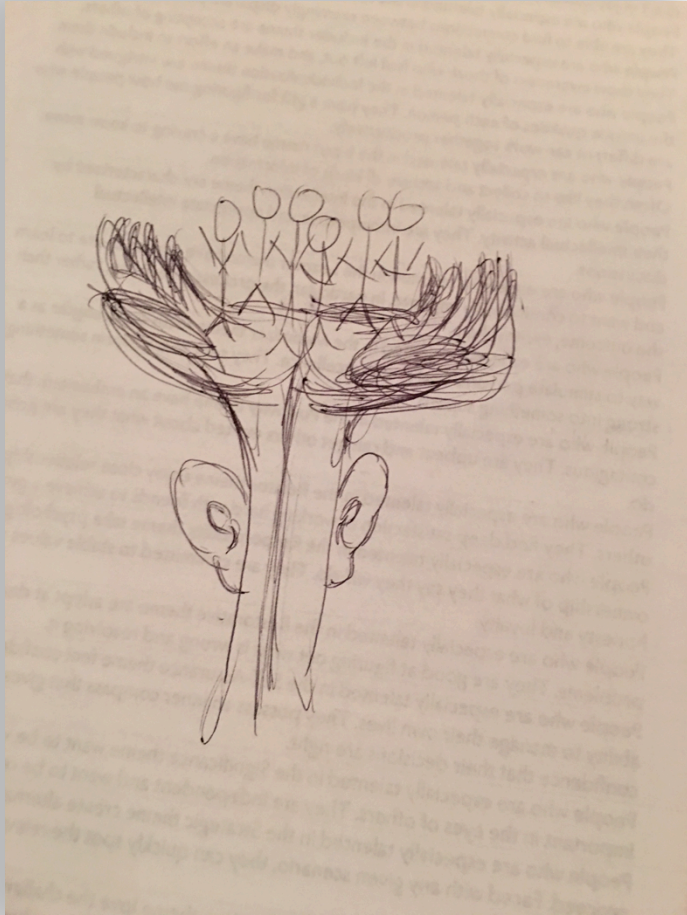
Strengths-based Leadership Domains

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Developer	Context
Belief	Communications	Connectedness	Futuristic
Consistency	Competitive	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

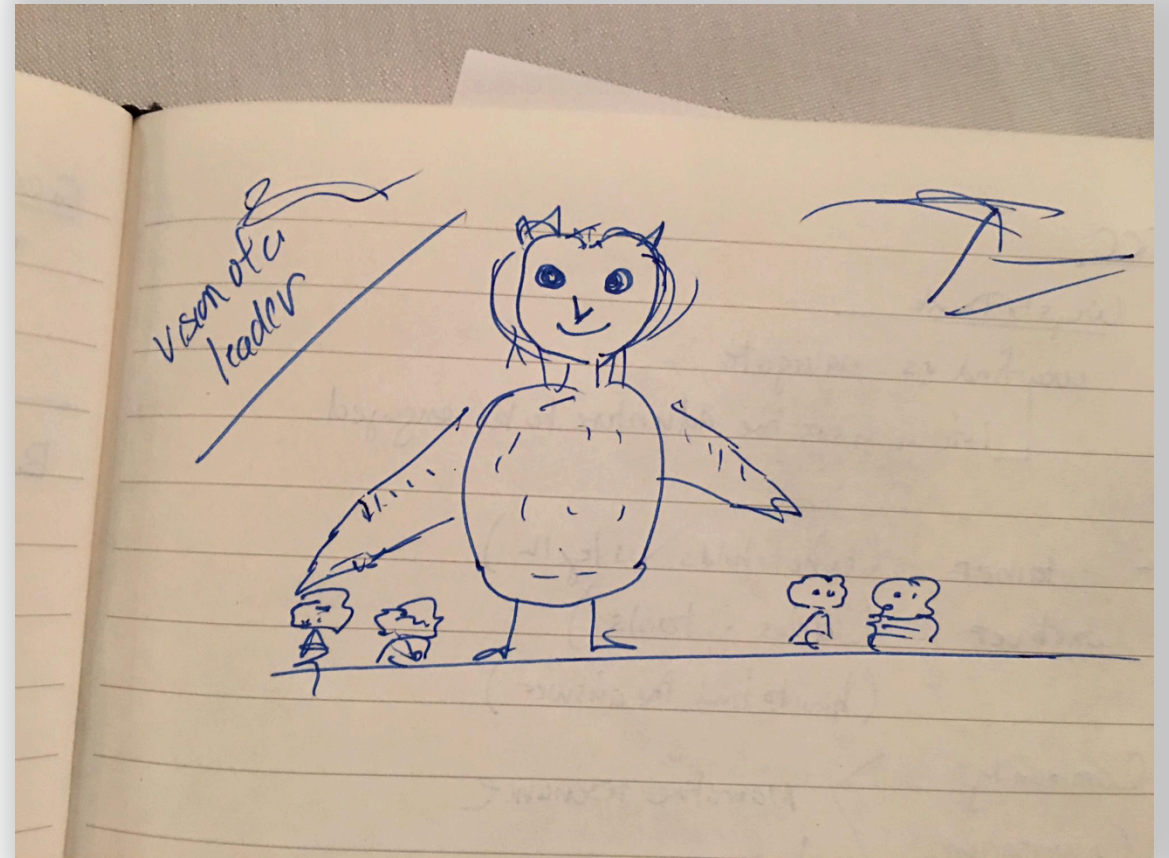
Picture of Excellence

1. Brainstorm alone – write down words or concepts
 - What qualities, characteristics and strengths do you admire in a **leader**?
 - What inspires you?
2. What is your vision of an excellent leader?
 - Draw a picture that represents your thinking.
3. Share your thinking with your partner. Explain your drawing and what it represents

Examples of a Picture of Excellence



Promotes growth, listens well, lifts team up, supportive, provides opportunities



Wise, knowledgeable, sees the big picture, takes care of those under her wings

QUESTIONS?



Thank You!

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