

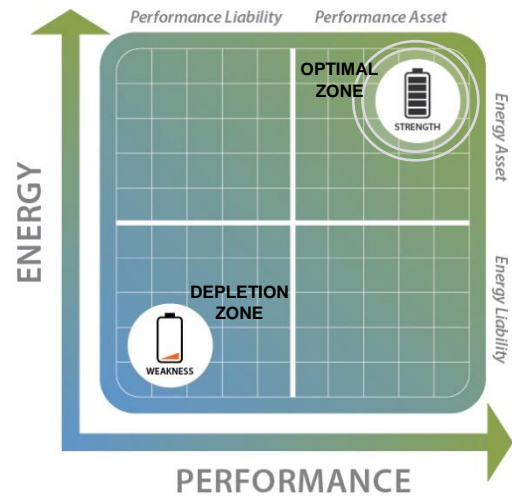
## Welcome to UnlockIt™—The Power of Strengths USE

*The strengths of your strengths is in the **use** of them! It is not enough to merely know your strengths—you must know how to effectively apply them. UnlockIt opens that door.*

### Why this subject? What's in it for you?

On a scale of 1-10 (1 = low, 10 = high):

1. How much does your work energize you? \_\_\_\_\_
2. How would you, and others, evaluate your performance? \_\_\_\_\_



### Activity 1: DISCOVER RESULTS

Capture here the high points of your partner conversation (and the group discussion which follows). What results come during times of high performance, energy, and engagement? For you? For others?

### Activity 2: YOUR STRENGTHS USE

Draw the Strategic Interdependence™ Model below (or on the back of this page). Use the questions on Page 2 to guide your introspection as you think about where your strengths may take YOU: effective—or ineffective use? How will YOU know?

## Effective—or Ineffective Strengths Use: How You Might Know

	Behaviors	Your Experience
<p><b>DEPENDENCE</b> <i>You serve me.</i></p> <p><i>You may feel unsure of your strengths, what they contribute, or under what conditions they flourish; and you look outside yourself for others (or the environment) to create the opportunities for you to show up, or to meet your needs. “You should” is the mantra.</i></p>	<ul style="list-style-type: none"> <li>• Showing up as uncertain, hesitant, and anxious</li> <li>• Reading into someone’s answers or behavior a personal message that says you are not enough</li> <li>• Waiting for someone or something in the situation to tell you what to do or how to proceed</li> <li>• Being reactive and impatient</li> <li>• Looking for validation</li> <li>• Judging others harshly for failing to meet expectations or doing it wrong</li> <li>• Deflecting compliments or being self-deprecating</li> <li>• Experiencing a lack of confidence</li> </ul>	What takes you here?
		What is it like?
		What results do you get here? How does your being here impact others?
<p><b>INDEPENDENCE</b> <i>I serve me.</i></p> <p><i>You follow the energy of your own strengths, and seek to meet your needs. You have blinders on and aren’t aware of others’ strengths, their needs, or your impact. “I should” is the mantra.</i></p>	<ul style="list-style-type: none"> <li>• Over-planning conversation details (thinking about what you will say, and how you’ll say it)</li> <li>• Not listening deeply, including preparing your next move while someone is speaking</li> <li>• Judging the other person as less than; unwilling to trust</li> <li>• Taking responsibility for others’ growth; needing to be the hero</li> <li>• Telling and expounding (expert)</li> <li>• Feeling the need to be in control of what is happening</li> <li>• Being more inclined to talk, multitask, or think than be with others</li> </ul>	What takes you here?
		What is it like?
		What results do you get here? How does your being here impact others?
<p><b>CODEPENDENCE</b> <i>I serve you, so you serve me.</i></p> <p><i>You engage like-minded people who validate you. You don’t challenge the status quo, or rock the boat. Relationships become transactional.</i></p>	<ul style="list-style-type: none"> <li>• Unwillingness to be authentic; pretending that everything is okay (even when it is not)</li> <li>• Commiserating and gossiping, speaking negatively about others</li> <li>• Complimenting and validating others so they will like/trust you</li> <li>• Unwillingness to explore issues or perspectives you don’t understand</li> <li>• Telling your story when someone else is needing you to be there</li> <li>• Agreeing with others, whether you do or not</li> <li>• Withdrawal from the relationship if they don’t live up to expectations or if they offend you</li> </ul>	What takes you here?
		What is it like?
		What results do you get here? How does your being here impact others?
<p><b>INTERDEPENDENCE</b> <i>I serve us, so we can serve others.</i></p> <p><i>You work to blend differences, and celebrate opposite views, even when they disagree with yours. You balance competing contributions and needs of yourself and others to create a true win-win. You synergistically collaborate in service of something bigger than self.</i></p>	<ul style="list-style-type: none"> <li>• Curiosity—complete openness to others’ perspectives</li> <li>• Telling on yourself when you are stuck, frustrated, or uncertain</li> <li>• Deep listening</li> <li>• Specific acknowledgement of others</li> <li>• Complete authenticity—no pretense</li> <li>• Building on others’ ideas rather than competing with them</li> <li>• Staying during discomfort</li> <li>• Making requests—asking for help</li> <li>• Being 100% present with others</li> </ul>	What takes you here?
		What is it like?
		What results do you get here? How does your being here impact others?

**Activity 3: WHAT IS YOUR GO-TO PLACE?**

*Identify which of the 4 places (Dependence, Independence, Codependence, or Interdependence) you go to most often. What's it like? What results would you get if you were there all the time?*

**Activity 4: YOUR STRENGTHS LENS**

*Draw the Strengths Lens below, as you see and experience it. What difference does seeing the Strengths Lens make? What choices does it give you to see your strengths (and others') this way?*