



UNLOCK/IT

THE POWER OF STRENGTHS USE

Delivered by Necie Black | Lyfe Smarts LLC, SSCC, SSCS, CPAC

peopleacuity[™]
a Strengths Strategy[®] Company

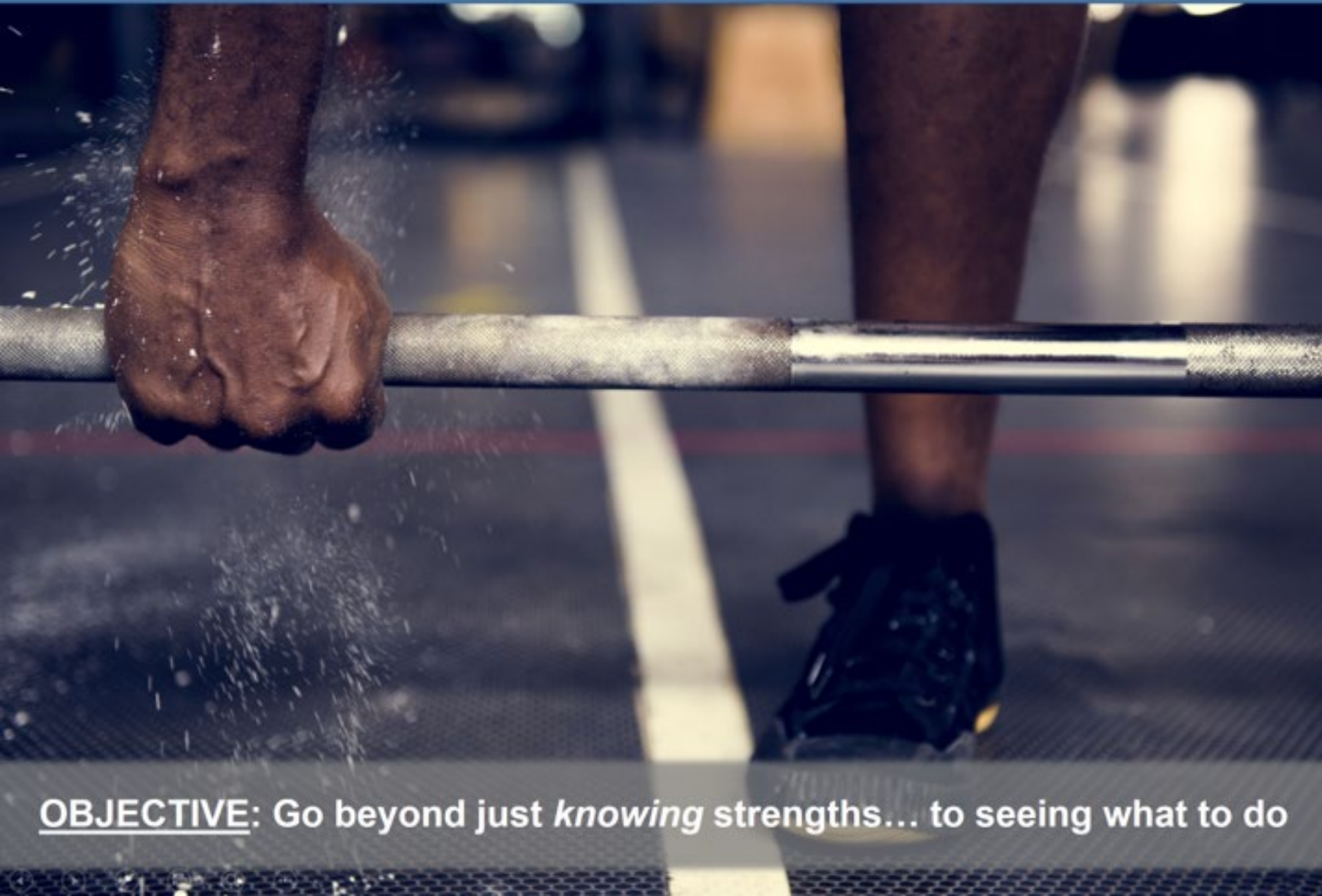


Necie Black,
SSCC

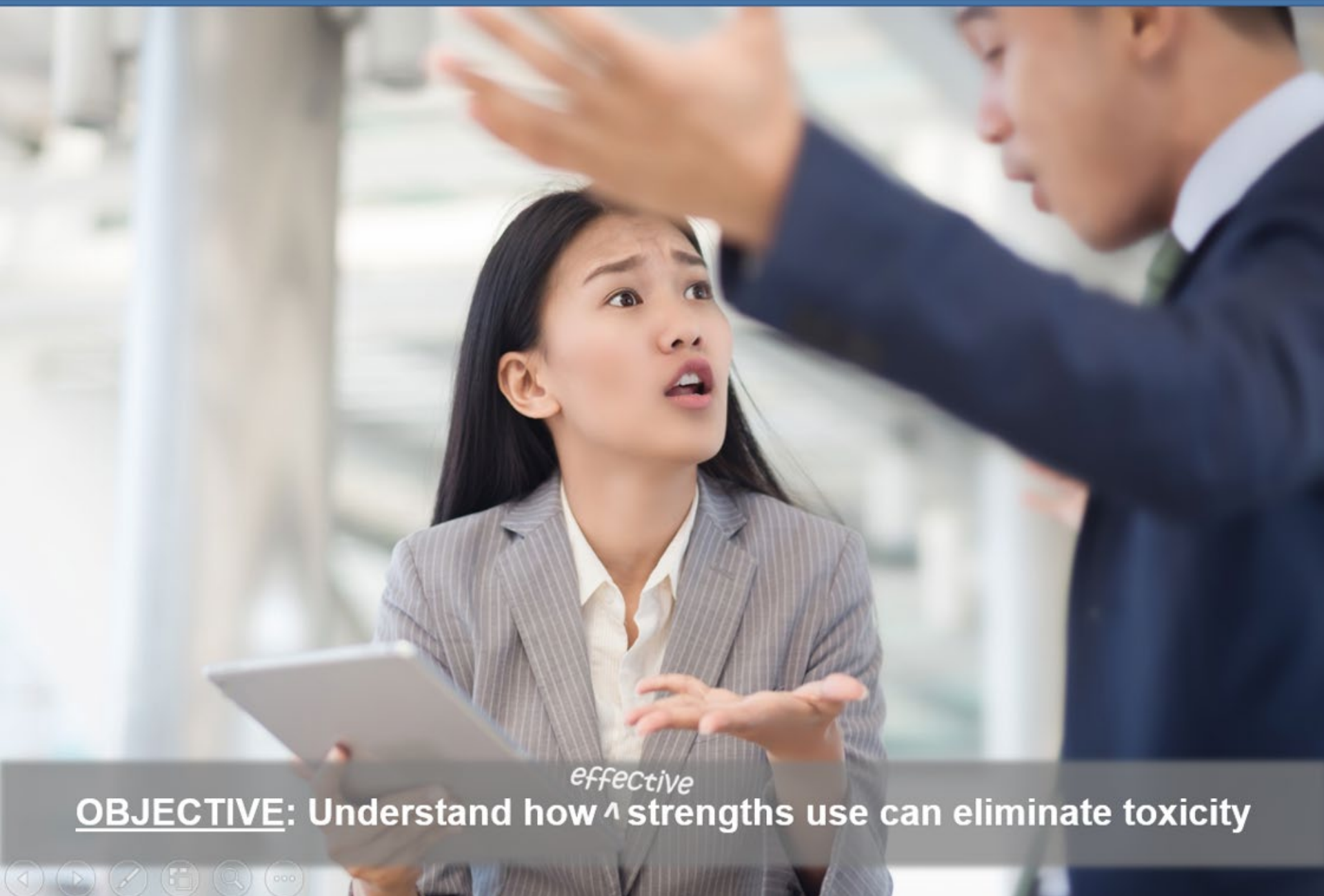
**Strengths Strategy
Certified Coach**

CPAC
**Certified People
Acuity Coach**

SSOP
**Strengths Strategy for
Optimal Performance
Facilitator**



OBJECTIVE: Go beyond just *knowing* strengths... to seeing what to do



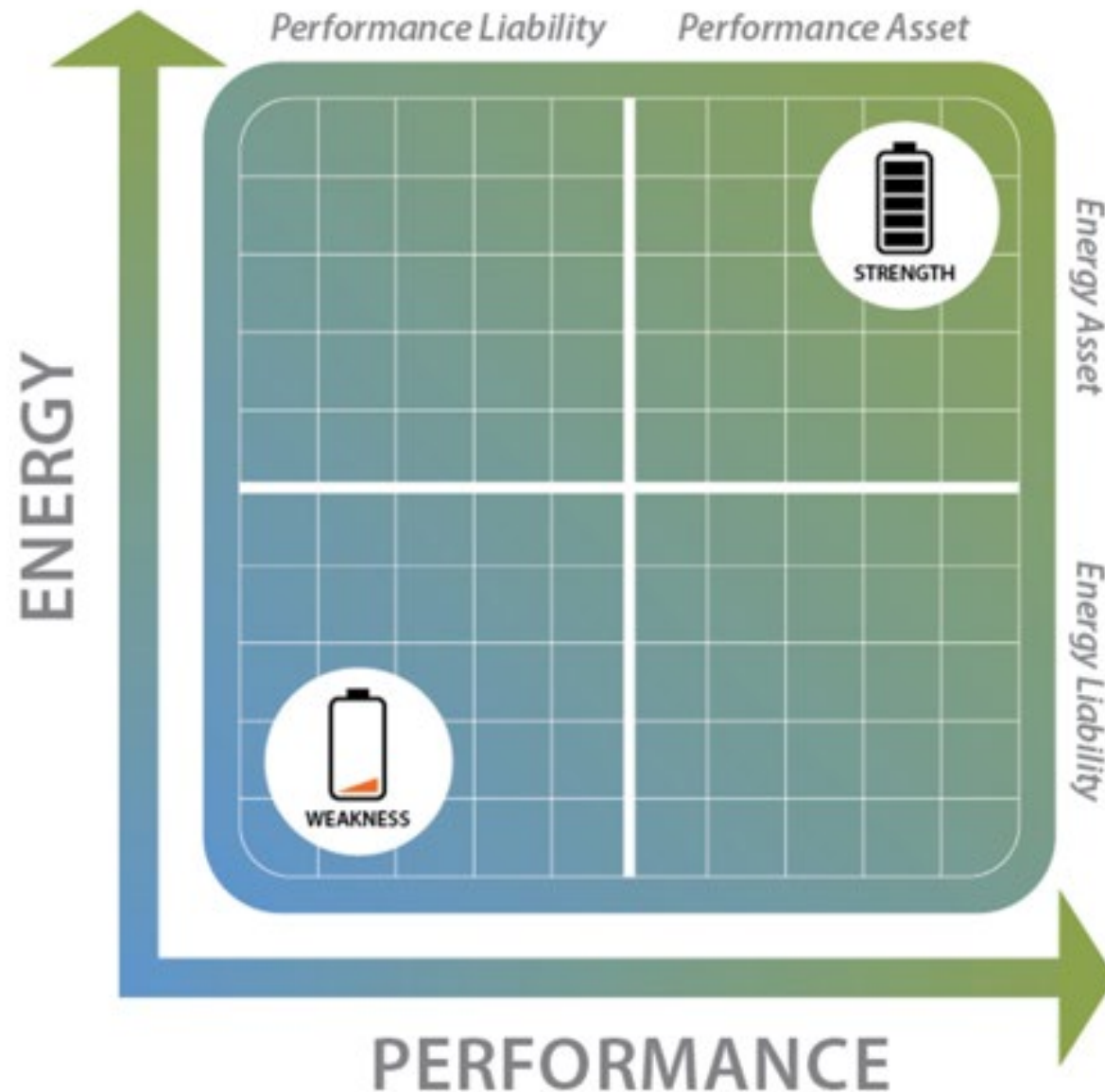
effective
OBJECTIVE: Understand how ^{effective} strengths use can eliminate toxicity



OBJECTIVE: See how great results are unlocked from strengths *use*

Think back to a time when your performance and energy was high, and you felt engaged, inspired, and excited by your work.

- ***What results did YOU get?***
- ***What results did OTHERS get?***



Strength

[streNG(k)TH/]

1. *a behavior, thought-pattern, or activity that leads to high performance and high energy for you.*
2. *a way of “being” or “doing” that influences others toward the Optimal Zone.*

PERFORMANCE

36% HIGHER



TRUST



ENGAGEMENT: 6X MORE LIKELY

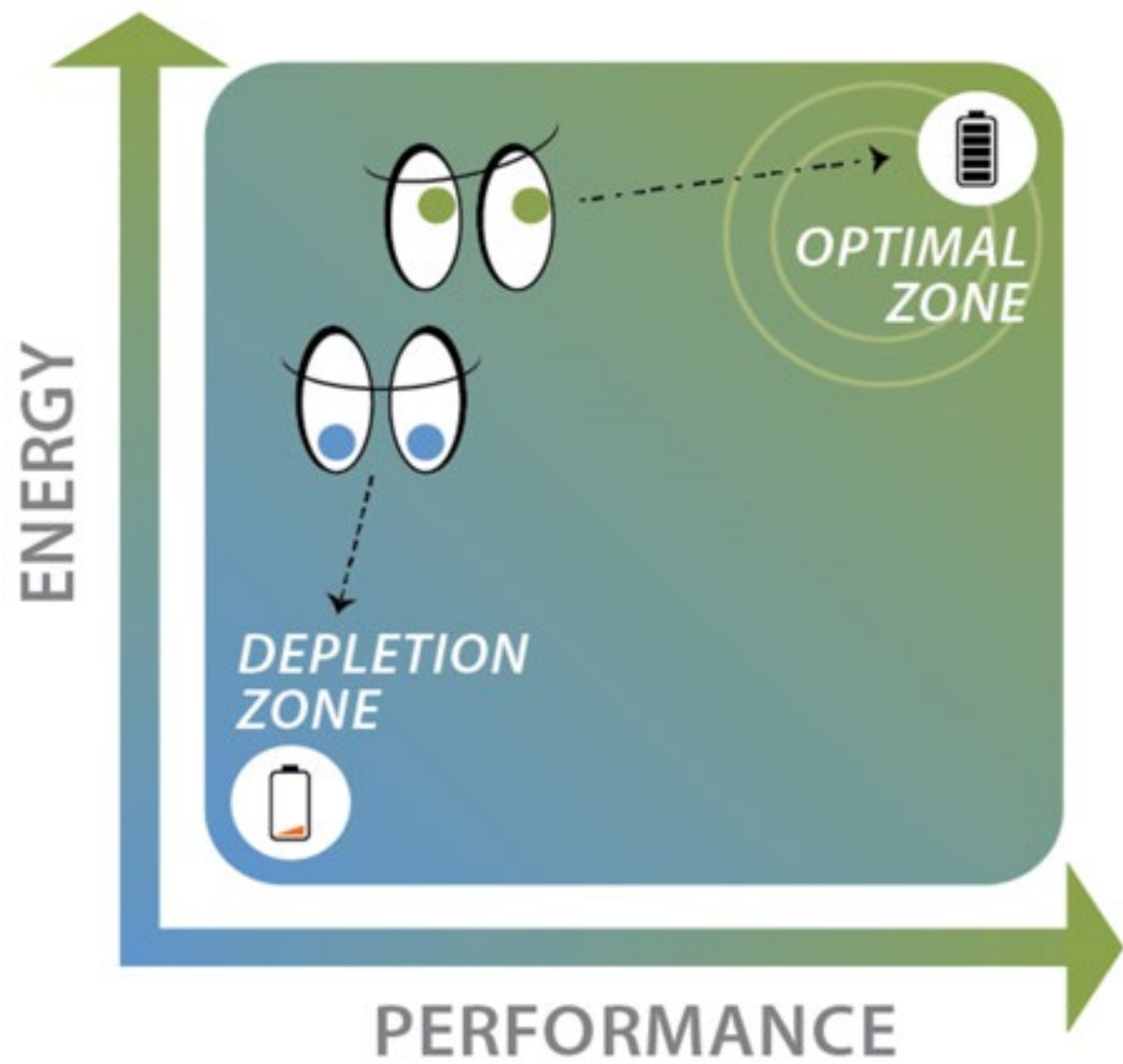


STRENGTHS USE: The most important thing you can do to *accelerate* your ROI



How did you get great results?



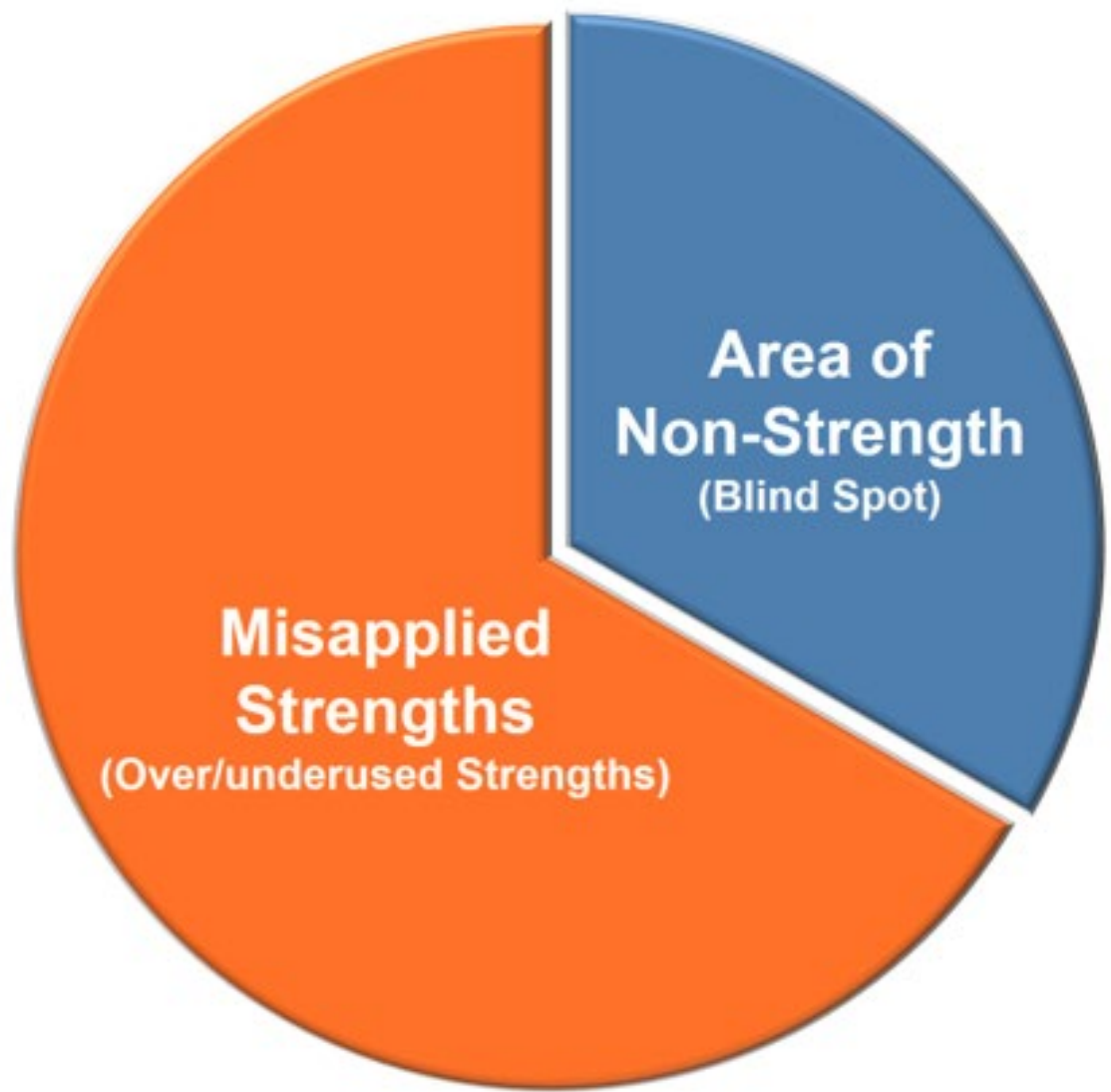


REMEMBER!

*Whatever you
SEE is where
you'll be!*



Where Weakness Comes From



How do your strengths serve you? Are they...

An accelerator

...or a barrier?

Capture the Strategic Interdependence® Model
as you see and experience it.

***Consider what EFFECTIVE (and ineffective)
strengths use looks like. Discover what you
REALLY need to know about strengths!***



DEPENDENCE

“You serve ME”



What comes to mind when you think of *Dependence*?



*This meeting
is pointless!
Don't they
know...?!*

DEPENDENCE

You serve me.

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.

BEHAVIORS:

- Showing up as uncertain, hesitant, and anxious
- Reading into someone's answers or behavior a personal message that says you are not enough
- Waiting for someone or something in the situation to tell you what to do or how to proceed
- Being reactive and impatient
- Looking for validation
- Judging others harshly for failing to meet expectations or doing it wrong
- Deflecting compliments or being self-deprecating
- Experiencing a lack of confidence in your own strengths or abilities

Look at the description of Dependence on page 2. Jot down 2-3 words to capture the situation when you were there, and how it felt. Focus on this question:

What results did you get?



What comes to mind when you think of *Independence*?

A photograph of four business professionals in a meeting. A man in a dark suit and striped tie is looking at his smartphone. To his left, a woman in a white shirt is looking down at a document. In the foreground, another man in a dark suit is also looking at a document. To the right, a man in a dark suit is typing on a laptop. The table has a glass of water, a smartphone, and a coffee cup. An orange thought bubble is positioned above the man with the phone.

This is ridiculous. I'm going to do my email!

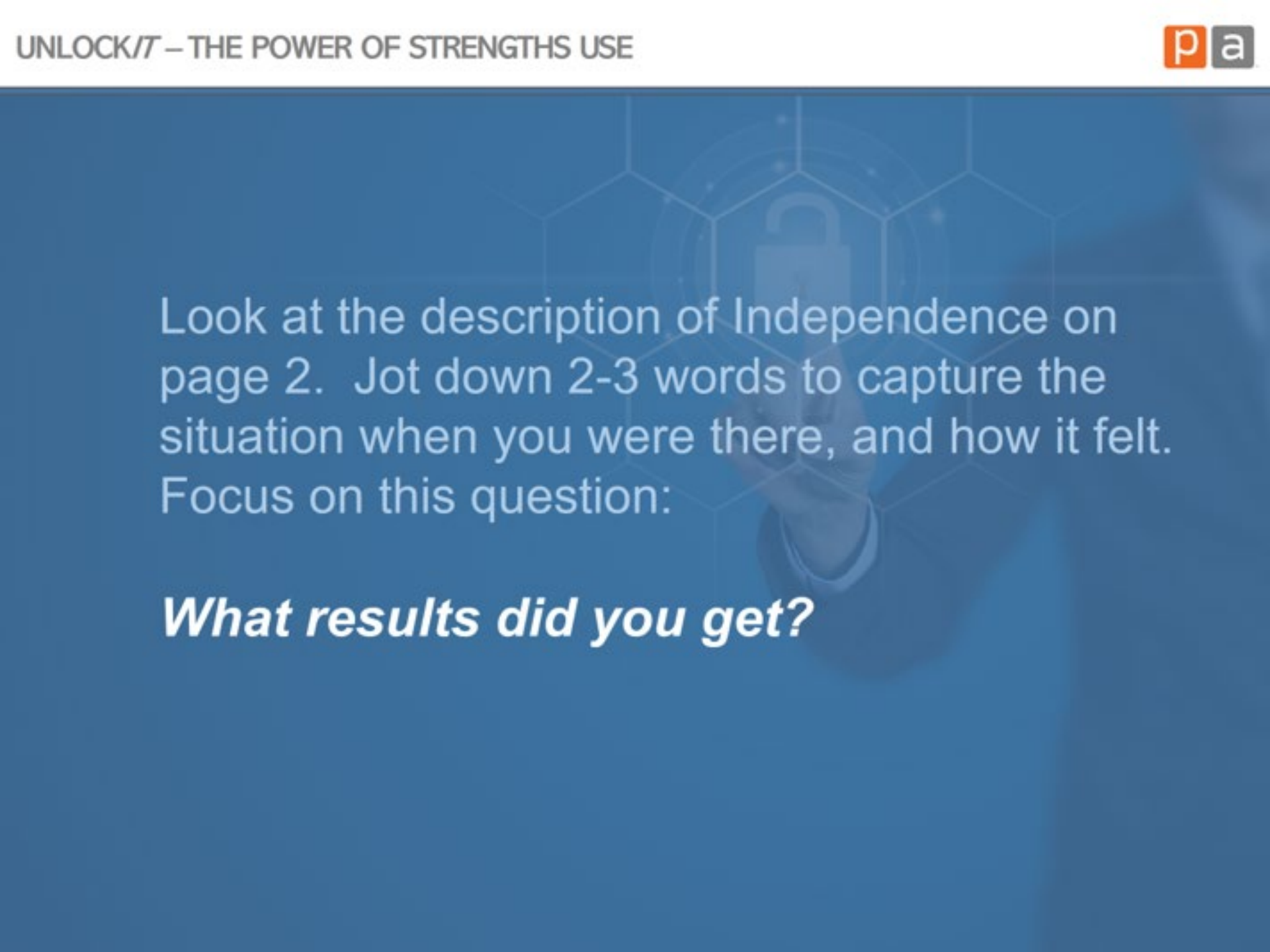
INDEPENDENCE

I serve me.

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.

BEHAVIORS:

- Over-planning conversation details (thinking about what you will say, and how you'll say it)
- Not listening deeply, including preparing your next move while someone is speaking
- Judging the other person as less than; unwilling to trust
- Taking responsibility for others' growth; needing to be the hero
- Telling and expounding (expert)
- Feeling the need to be in control of what is happening
- Being more inclined to talk, multitask, or think than be with others



Look at the description of Independence on page 2. Jot down 2-3 words to capture the situation when you were there, and how it felt. Focus on this question:

What results did you get?



What comes to mind when you think of *Codependence*?

A man in a dark suit is seen from the back, looking up a staircase. On the stairs, three business professionals (two men and one woman) are gathered, looking at a clipboard. An orange speech bubble points from them towards the man on the stairs.

*Can you
believe Jack
in that
meeting?!*

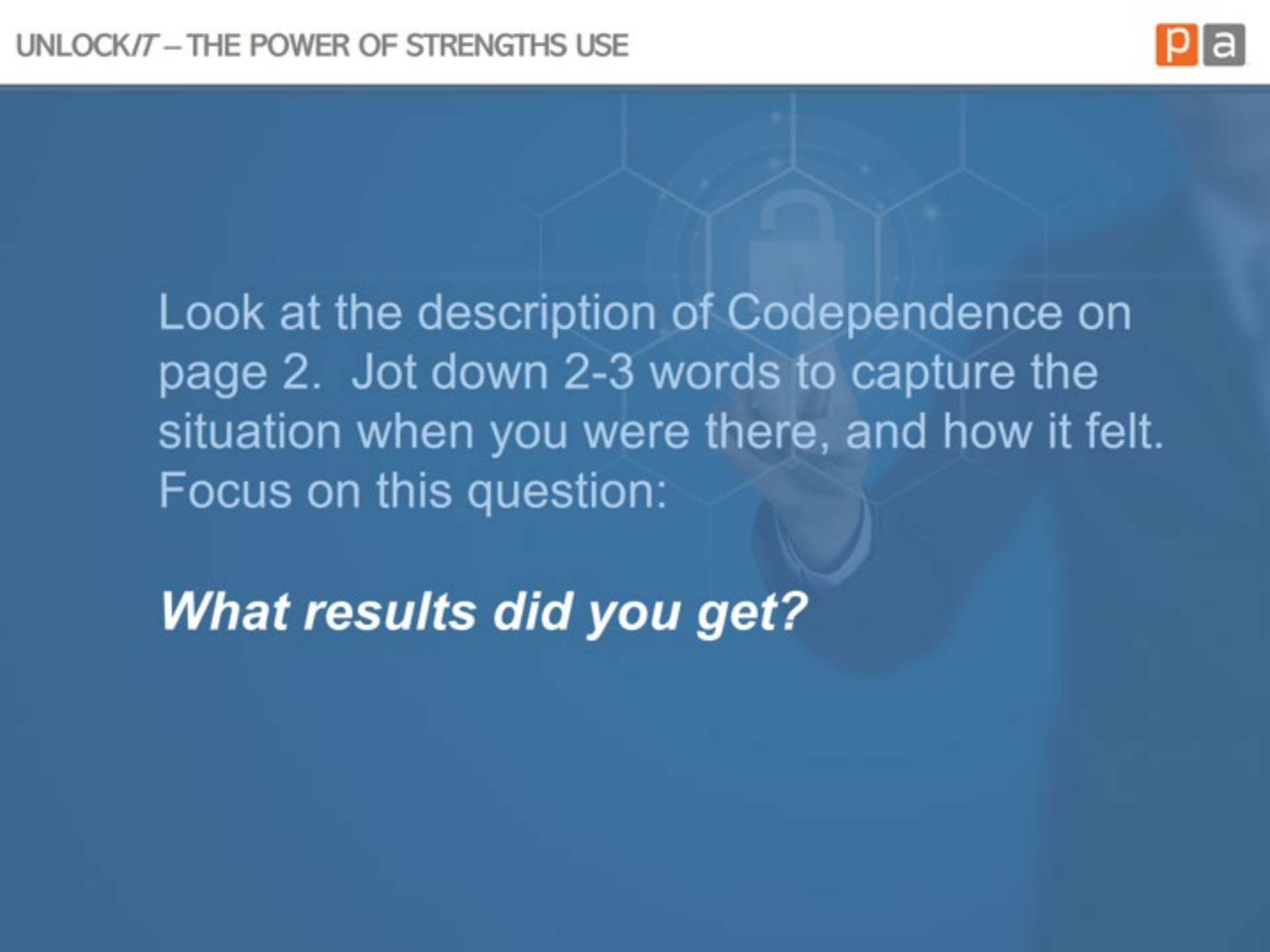
CODEPENDENCE

I serve you, so you'll serve me.

You engage like-minded people who validate you. You don't challenge the status quo, or rock the boat. Relationships become transactional.

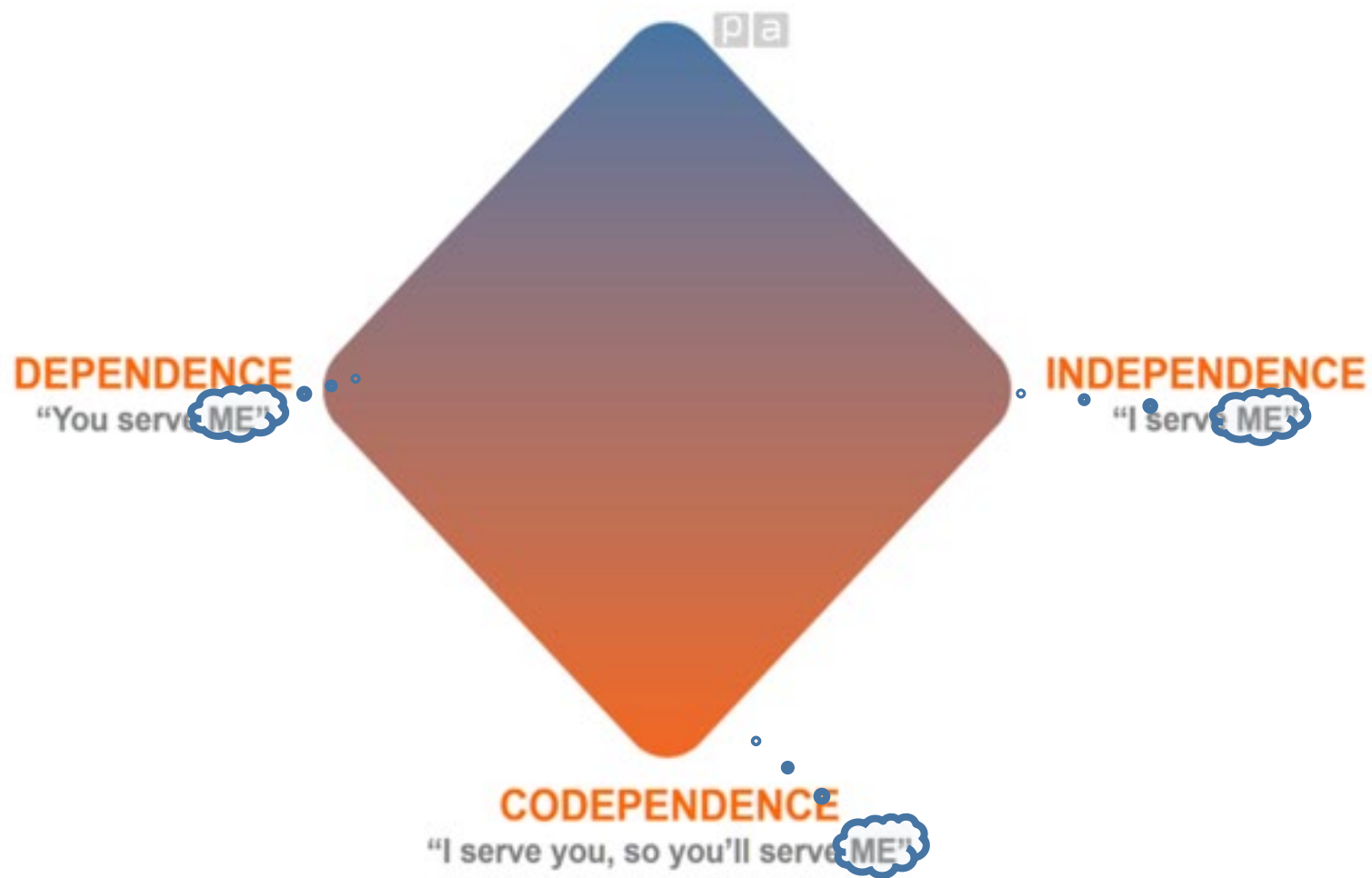
BEHAVIORS:

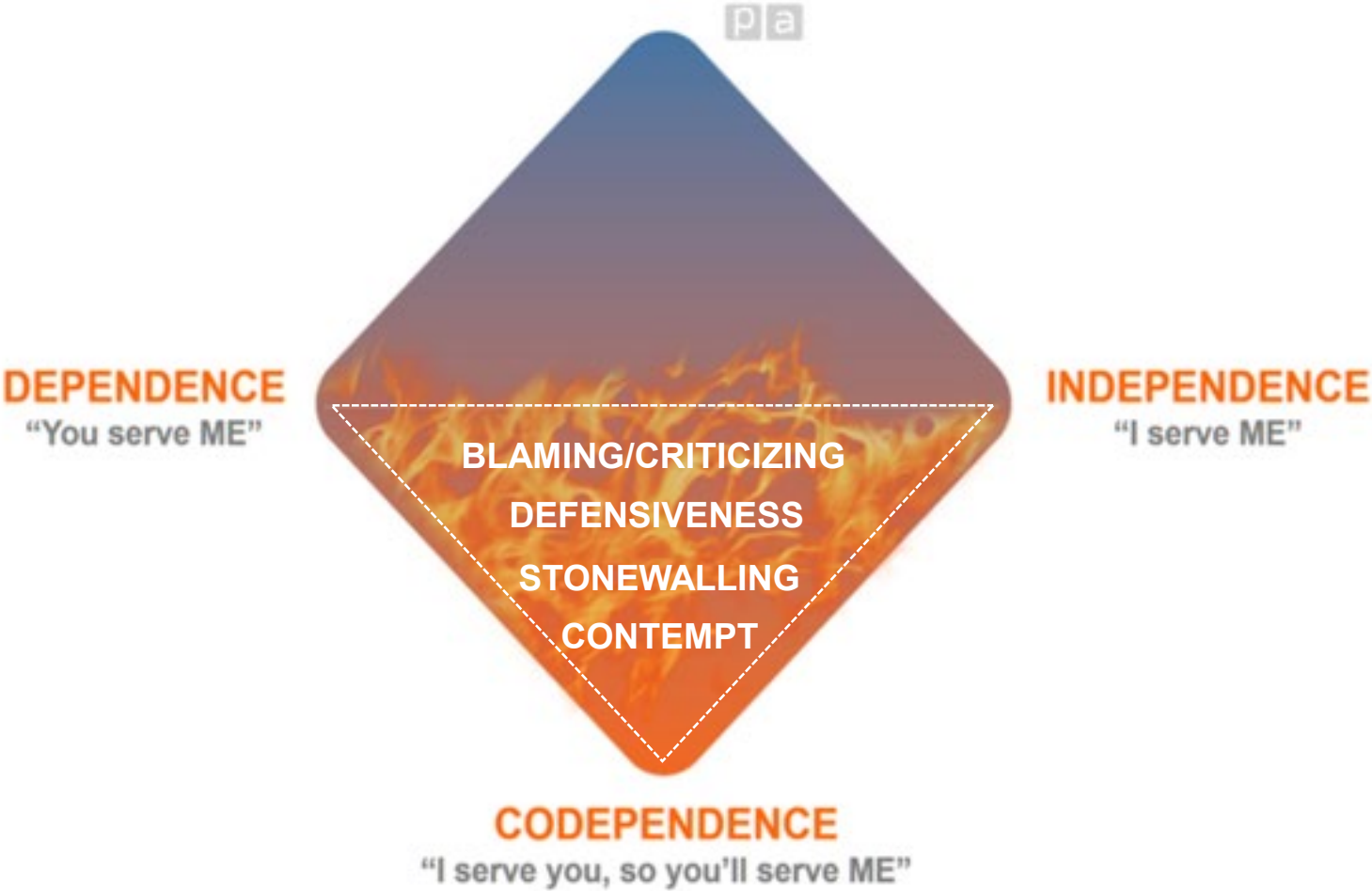
- Unwillingness to be authentic; pretending that everything is okay (even when it is not)
- Commiserating and gossiping, speaking negatively about others
- Complimenting and validating others so they will like/trust you
- Unwillingness to explore issues or perspectives you don't understand
- Telling your story when someone else is needing you to be there
- Agreeing with others, whether you do or not
- Withdrawal from the relationship if they don't live up to expectations or if they offend you



Look at the description of Codependence on page 2. Jot down 2-3 words to capture the situation when you were there, and how it felt. Focus on this question:

What results did you get?





INTERDEPENDENCE

"I serve US, so we can serve OTHERS"

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DEPENDENCE

"You serve ME"

INDEPENDENCE

"I serve ME"

CODEPENDENCE

"I serve you, so you'll serve ME"

What comes to mind when you think of *Interdependence*?

A photograph of four business professionals in a meeting. On the left, a man with grey hair and a woman are looking at a laptop. On the right, a man in a suit is looking towards them, holding a pen. A fourth person is partially visible on the far right. An orange speech bubble is positioned above the man on the right.

*Excuse me.
Can you help
me clarify our
goals?*

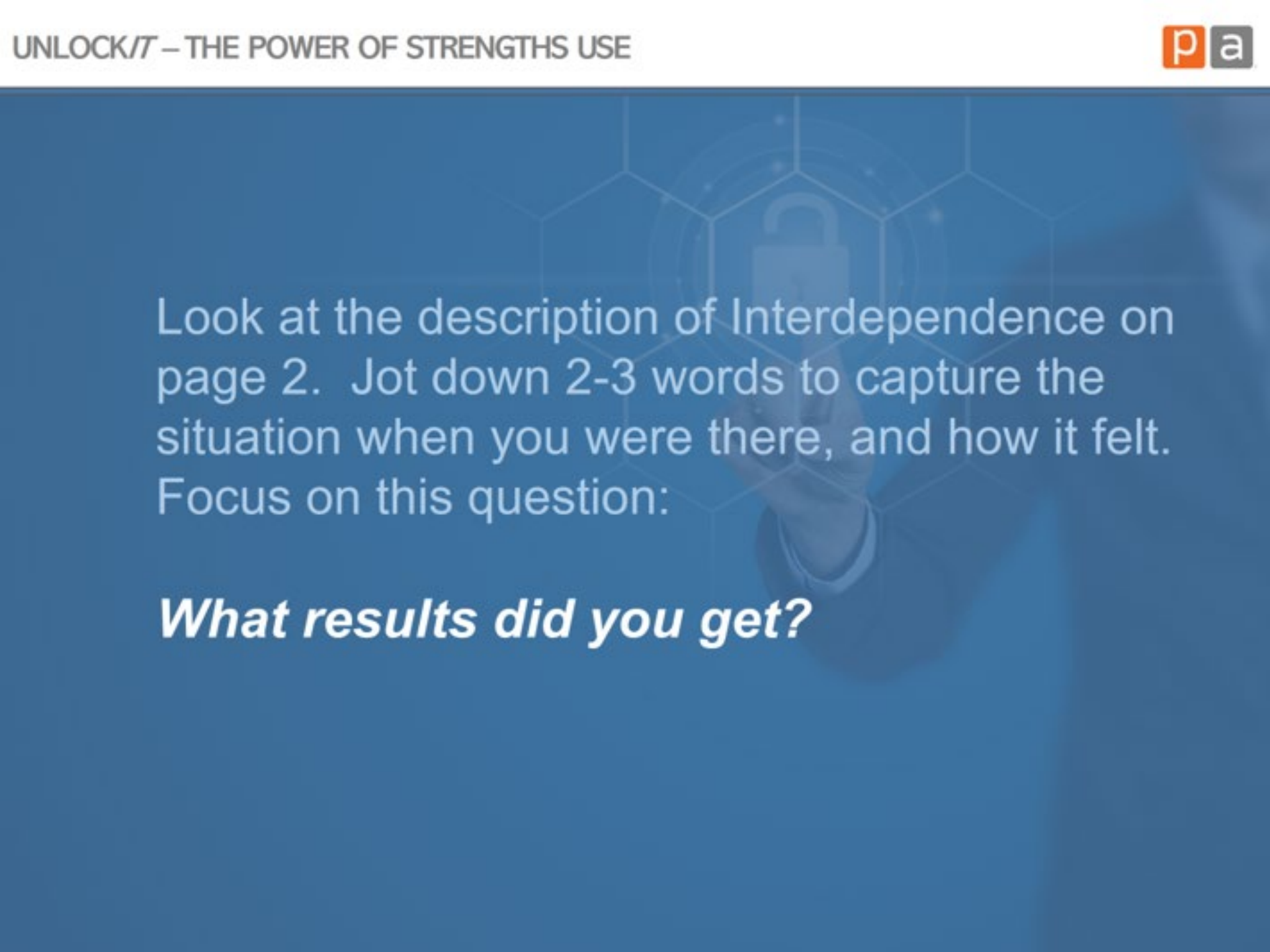
INTERDEPENDENCE

I serve us, so we can serve others.

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.

BEHAVIORS:

- Curiosity—complete openness to others' perspectives
- Telling on yourself when you are stuck, frustrated, or uncertain
- Deep listening
- Specific acknowledgement of others
- Complete authenticity—no pretense
- Building on others' ideas rather than competing with them
- Staying during discomfort
- Making requests—asking for help
- Being 100% present with others
- Being at peace with others' differences and perspectives



Look at the description of Interdependence on page 2. Jot down 2-3 words to capture the situation when you were there, and how it felt. Focus on this question:

What results did you get?

How do your strengths serve you? Are they...

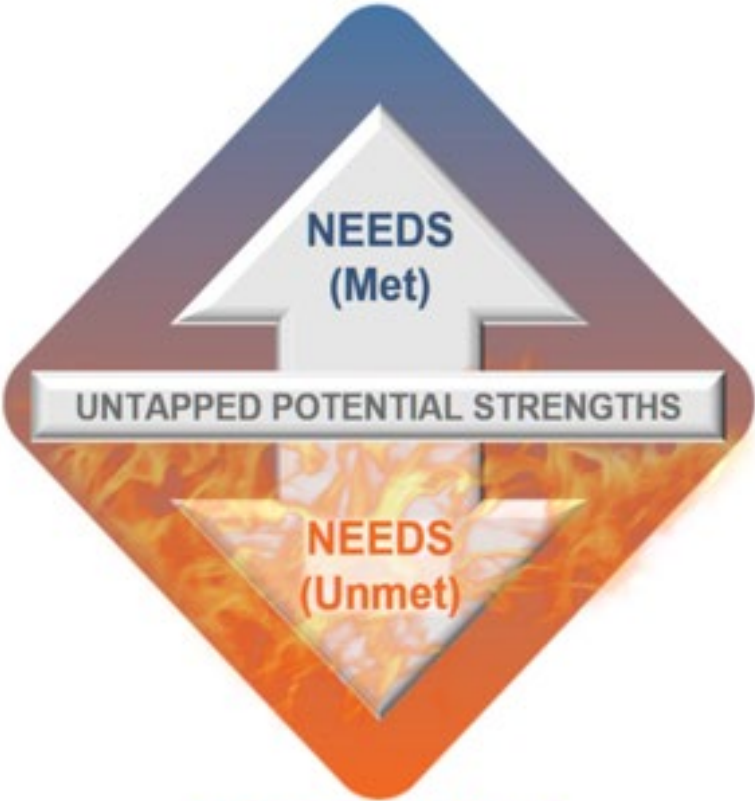
An accelerator

...or a barrier?

INTERDEPENDENCE

“I serve US, so we can serve OTHERS”

DEPENDENCE
“You serve ME”

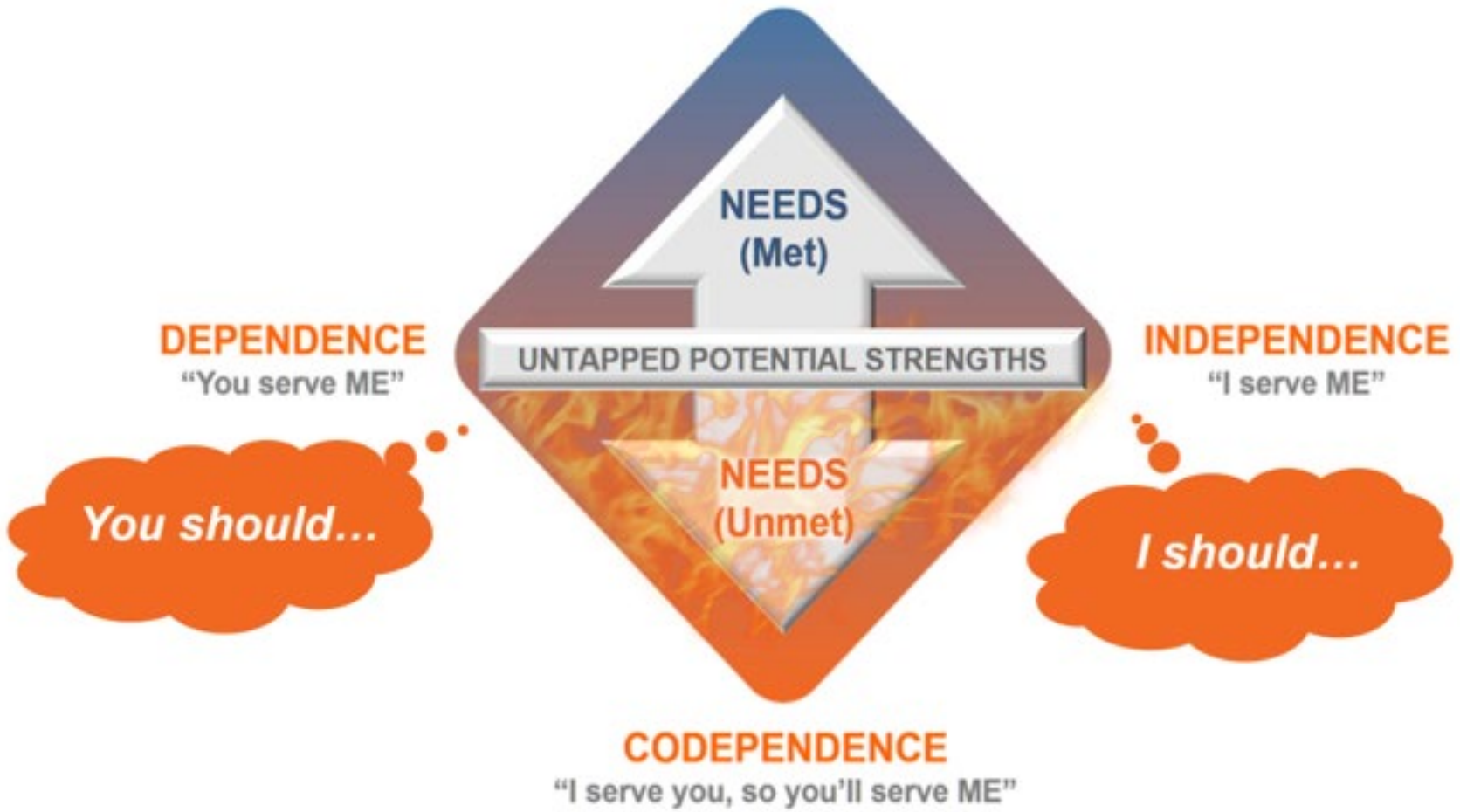


INDEPENDENCE
“I serve ME”

CODEPENDENCE
“I serve you, so you’ll serve ME”

INTERDEPENDENCE

"I serve US, so we can serve OTHERS"

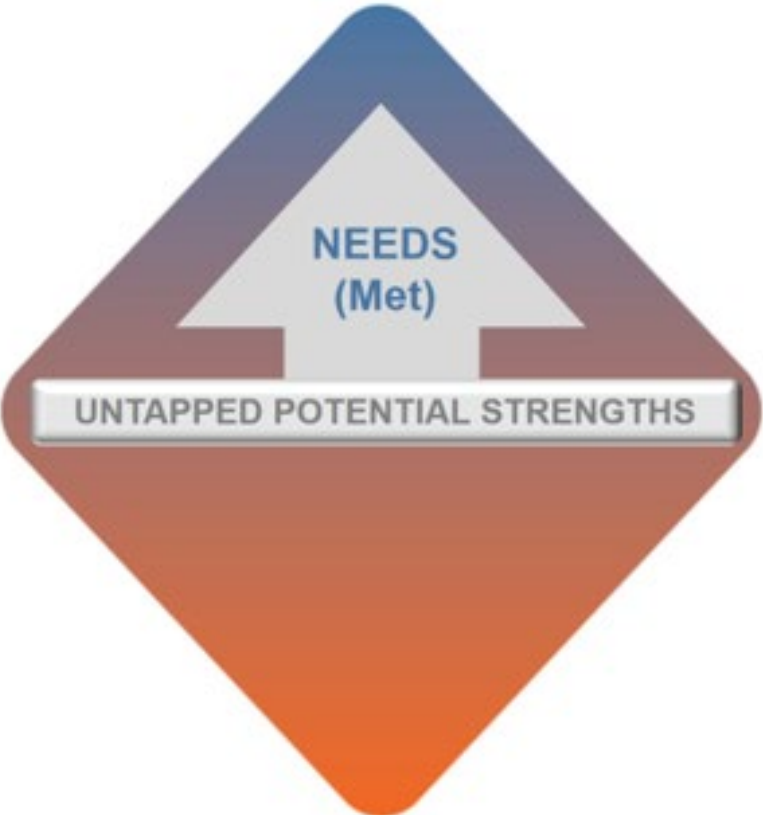


INTERDEPENDENCE

“I serve US, so we can serve OTHERS”

DEPENDENCE

“You serve ME”

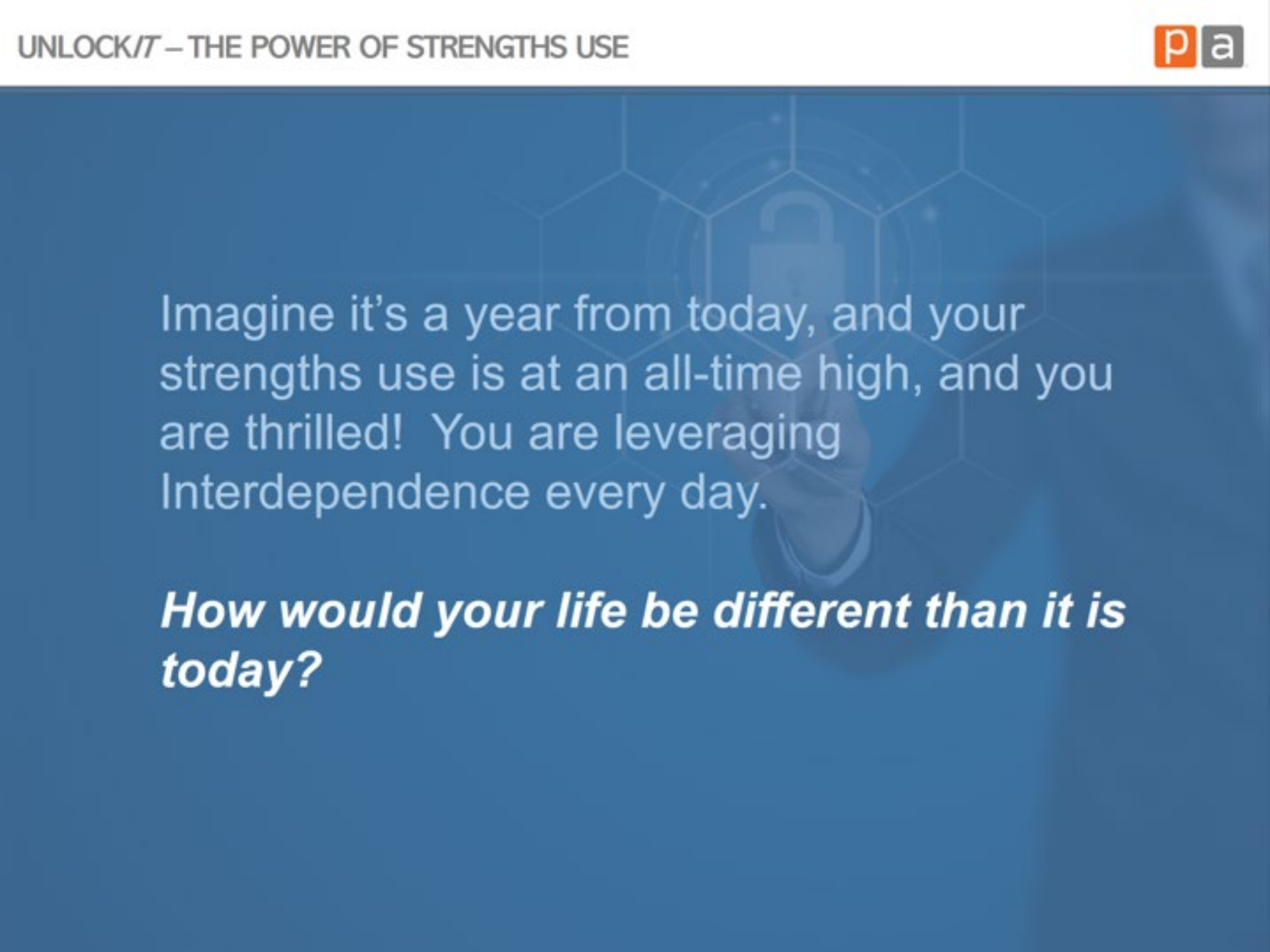


INDEPENDENCE

“I serve ME”

CODEPENDENCE

“I serve you, so you’ll serve ME”



Imagine it's a year from today, and your strengths use is at an all-time high, and you are thrilled! You are leveraging Interdependence every day.

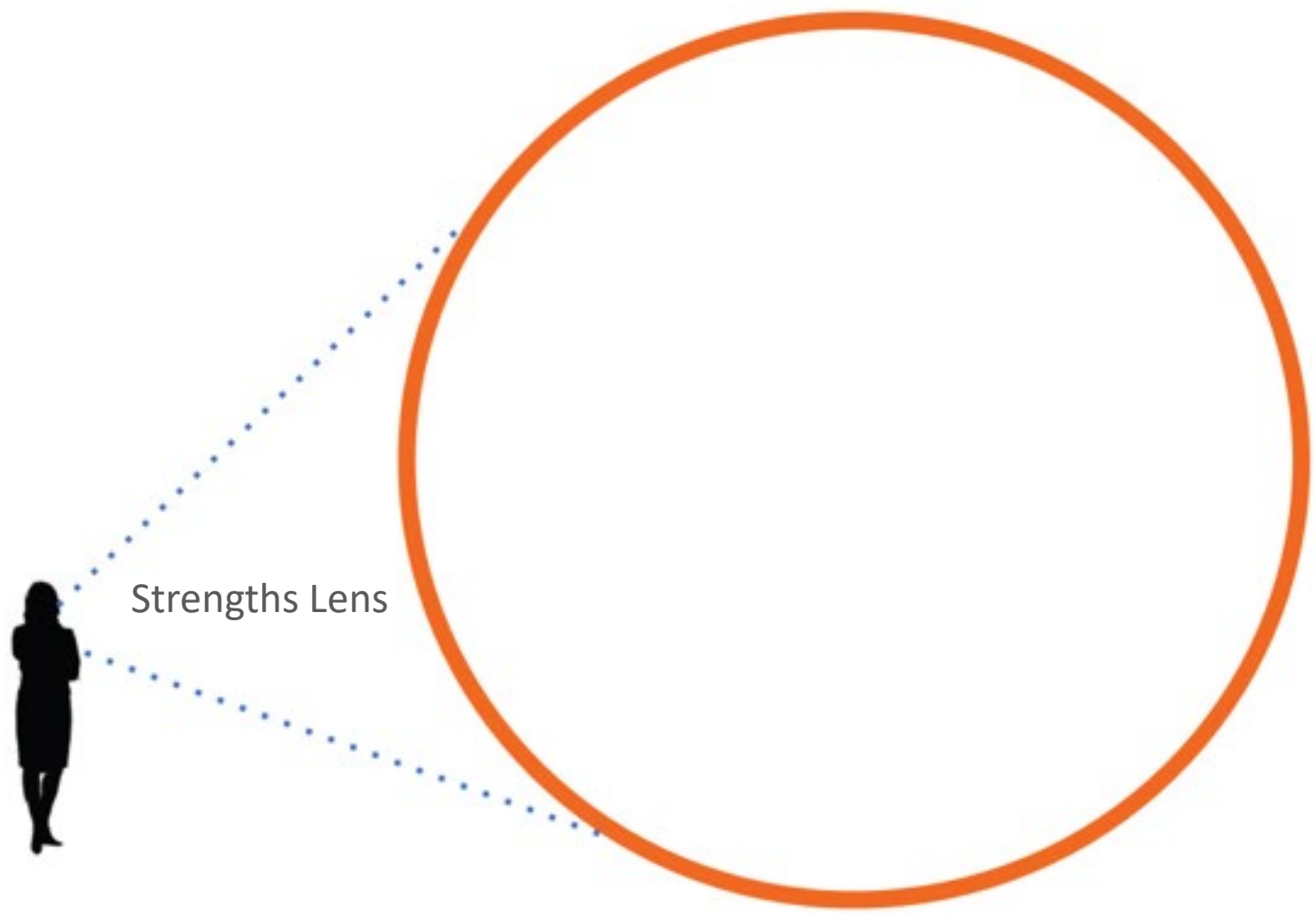
How would your life be different than it is today?



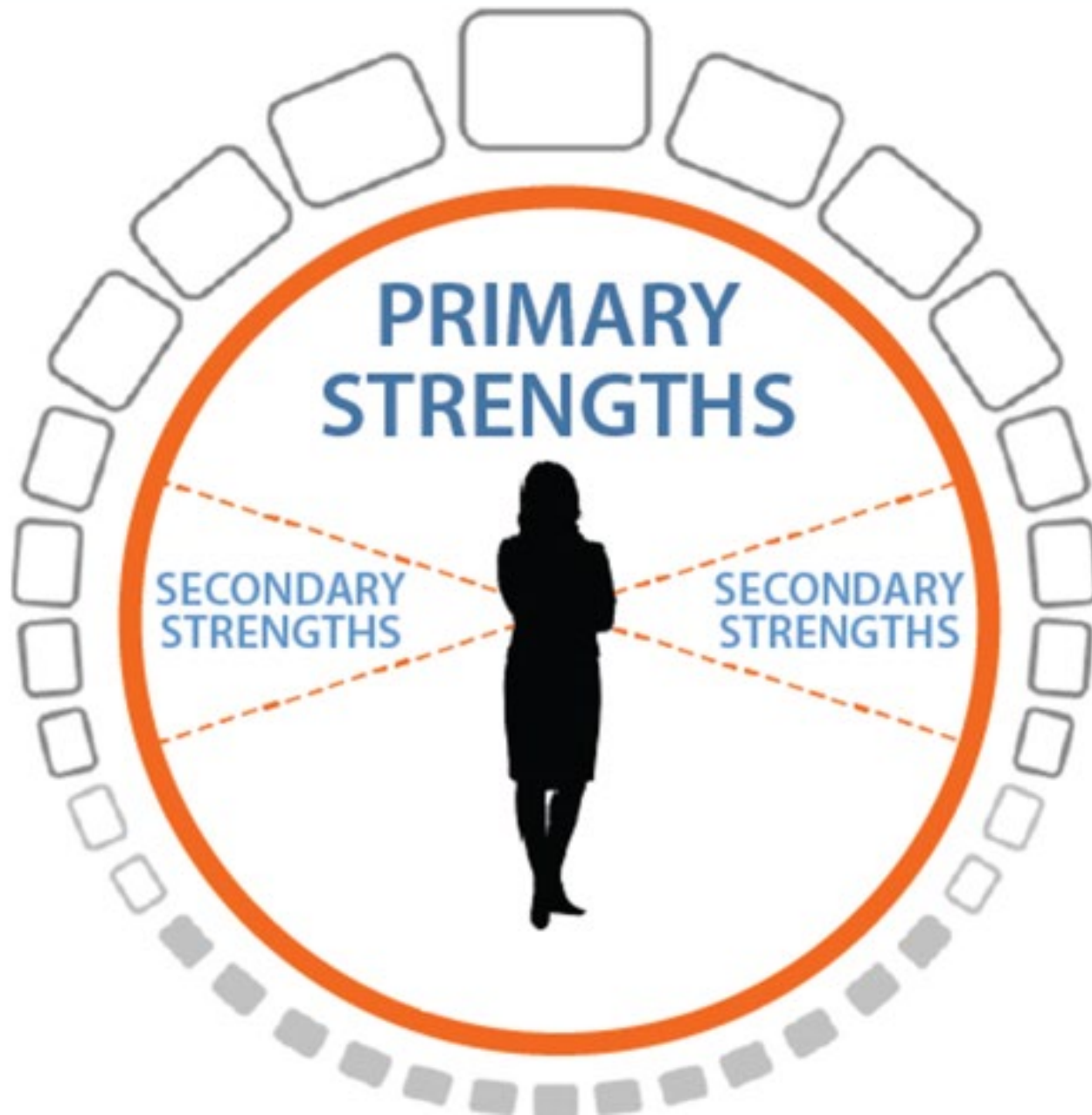
Confident Vulnerability:
*celebrating and embracing
the contributions, needs,
and weaknesses of self and
others without judgment.*

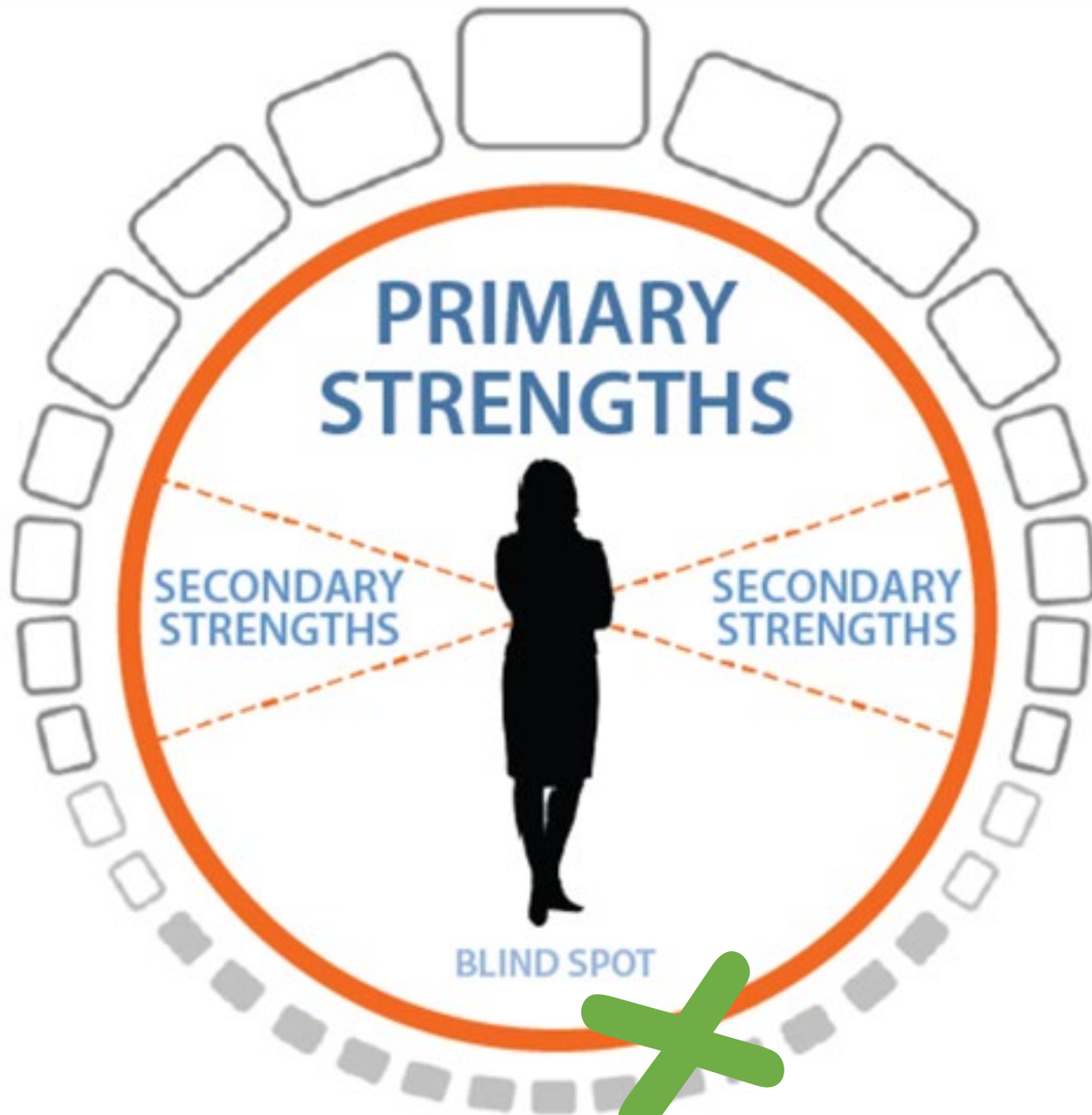













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- 1. Understand one's own strengths, needs, and weaknesses**
 - 2. Being curious about others' strengths and needs**
 - 3. Having confident vulnerability**

Consider this question:

What have you learned today that feels significant to you?

What's Next?

A long, straight asphalt road with a white dashed line down the center stretches towards a bright horizon. The sky is filled with dramatic, orange and yellow clouds, suggesting a sunrise or sunset. The overall mood is one of hope and forward-looking optimism.



