



results

Your Strengths in Action

Welcome everyone!

Who's in the room?

Let us know who's in the room in the chat, please share:

1. Location
2. Pronouns
3. Role in RESULTS
4. Your Top 5 Signature Themes



**Where I am
joining you
from**

Our Anti-Oppression Values

RESULTS is a movement of passionate, committed everyday people. Together we use our voices to influence political decisions that will bring an end to poverty. Poverty cannot end as long as oppression exists. We commit to opposing all forms of oppression, including ableism, ageism, biphobia, classism, colonialism, homophobia, racism, religious discrimination, sexism, transphobia, white saviorism, and xenophobia.

At RESULTS we pledge to create space for all voices, including those of us who are currently experiencing poverty. We will address oppressive behavior in our interactions, families, communities, work, and world. Our strength is rooted in our diversity of experiences, not in our assumptions.

With unearned privilege comes the responsibility to act so the burden to educate and change doesn't fall solely on those experiencing oppression. When we miss the mark on our values, we will acknowledge our mistake, seek forgiveness, learn, and work together as a community to pursue equity.

There are no saviors — only partners, advocates, and allies. We agree to help make the RESULTS movement a respectful, inclusive space.

Find all our anti-oppression resources at: <https://results.org/volunteers/anti-oppression/>

Learning Objectives

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1. Continue discovering more about your Top 5 talent themes and how they may show up in your life and advocacy work.
2. Learn more about your group, the strengths of each volunteer, and the complementary ways you work together.
3. Begin to strategize how to leverage those strengths in leadership roles in your group in 2022.
4. Discuss the ways you create an environment of empowerment and encouragement in your group.

Quick Review of Workshop 1

Four Domains of Strength



EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p><i>People with dominant Executing themes know how to make things happen.</i></p>	<p><i>People with the dominant Influencing themes know how to take charge, speak up, and make sure others are heard.</i></p>	<p><i>People with the dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</i></p>	<p><i>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</i></p>
<p><i>Achiever</i> <i>Arranger</i> <i>Belief</i> <i>Consistency</i> <i>Deliberative</i> <i>Discipline</i> <i>Focus</i> <i>Responsibility</i> <i>Restorative</i></p>	<p><i>Activator</i> <i>Command</i> <i>Communication</i> <i>Competition</i> <i>Maximizer</i> <i>Self-Assurance</i> <i>Significance</i> <i>Woo</i></p>	<p><i>Adaptability</i> <i>Connectedness</i> <i>Developer</i> <i>Empathy</i> <i>Harmony</i> <i>Includer</i> <i>Individualization</i> <i>Positivity</i> <i>Relator</i></p>	<p><i>Analytical</i> <i>Context</i> <i>Futuristic</i> <i>Ideation</i> <i>Input</i> <i>Intellection</i> <i>Learner</i> <i>Strategic</i></p>

The StrengthsFinder assessment...

- Measures **talent themes**, not strength
- Patterns of talent form a dominant theme
- Knowledge and skills serve as amplifiers of your natural talents

Recipe for Strength

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X

Talent (a natural way of thinking, feeling, or behaving)

Investment (time spent practicing, developing your skills, and building your knowledge base)

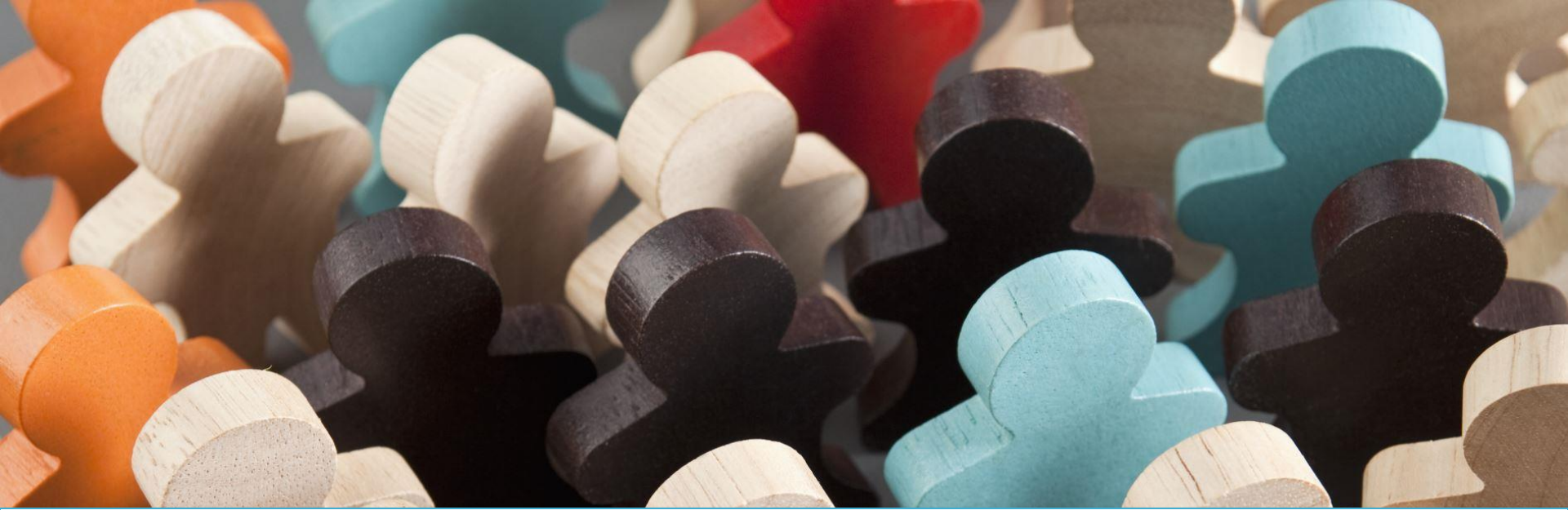
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Strength (the ability to consistently provide near-perfect performance)

Workshop 1 Activities: Discovering Yourself as a Leader Using the GALLUP CliftonStrengths Tool



- **StrengthsFinder Reflection**
- **The Talent Connection**
- **A Fresh Perspective (Reframing)**



**Workshop Exercise:
At my best...**

Purpose

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- Evaluate your own understanding of what you do best (**give yourself props!**)
- Recognize the unique, but different, talents of others

Workshop Exercise: “At My Best...”



1. A time when I was at my best was . . .

2. The best thing about me is . . .

3. What I enjoy doing the most is . . .

4. The best time in my life was . . .

Workshop Exercise: “At My Best...”

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5. My most fulfilling experience was . . .

6. The best job or project I ever had was . . .

7. The things I like best about myself are . . .

Time to Breakout!

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- You will have 10 mins
- Introduce yourselves
- Share any insights you've discovered during the *At My Best* exercise

Workshop Exercise: “At My Best...”



- What did it feel like completing this exercise?
- What do you think the purpose was?
- What did it mean to you?

**Now that we've talked about
ourselves,
let's talk about our groups!**

Relationship Builders?

Influencers?

Who are we?

Executers?

Strategic Thinkers?

Team DNA Grid

How to Complete the Team DNA Grid

The logo consists of the word "results" in white lowercase letters, centered within a red speech bubble shape that points downwards.

You have viewing access only, download as an excel spreadsheet to keep the formulas in place

To complete the Team Strengths Grid manually:

1. Click the Team Members' Themes tab at the bottom of this spreadsheet.
2. Enter the information for each individual on your team, on per row (Name, Email, Top 5 in order)
3. Click the Team Grid tab at the bottom of this spreadsheet to view your completed Team Strengths Grid.

Guiding Questions

- What are your first impressions? Any surprises?
- What do we have in common? What unique traits do we have?
- How does the environment in our group reflect this? Or doesn't it?
- How do we account for our successes and challenges based on the grid?

More on Strength Domains

Executers



- Driven
- Likes to be busy
- Problem solver
- Passionate
- Consistent
- Likes to have clear expectations
- Needs advanced notice
- Needs a clear destination
- Expect quality
- Observant

Influencers

- Action oriented
- Need CLEAR goals
- Likes to be independent
- Has opinions and isn't afraid to share them
- Needs information timely
- Invigorated by competition
- Likes to encourage people
- Builder of goodwill

Relationship Builders

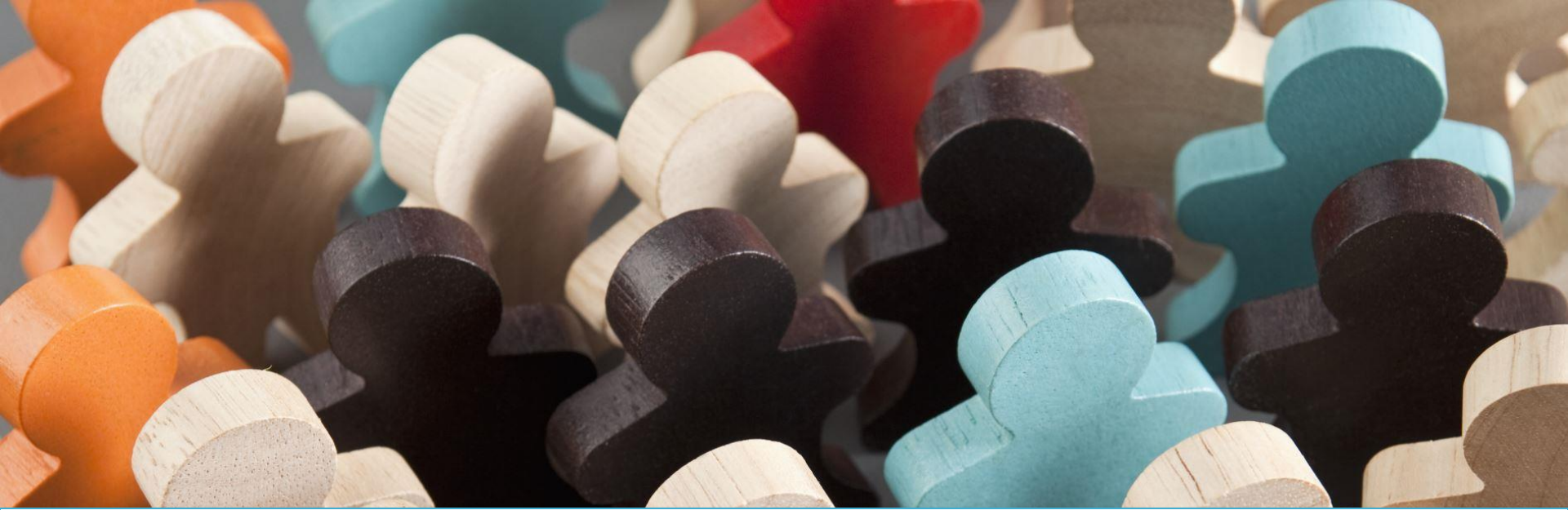


- Lives in the moment
- Builds connections
- Believes things happen for a reason
- Recognizes people's progress
- Sensitive to others
- Looks for common ground
- Wants everyone to be part of the team
- Dislikes generalizations
- Naturally upbeat
- High value on trust

Strategic Thinkers

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- Needs time to think
- Likes exact
- Needs the “why”
- What did we learn?
- Looks ahead
- Wants to know how things fit together
- Perceptive
- Planner



Reflection Exercise: Your Contributions to the Team

Your Contributions to the Team



- Help everyone understand how their individual talents and unique contributions fit in with other team members.

Your Contributions to the Team

The logo consists of a red speech bubble shape pointing downwards, containing the word "results" in white lowercase letters.

- Help to answer the following questions:
 - How can I best fulfill my responsibilities to support the team?
 - In what areas could I use help?
 - Who can be my complementary partner?
 - Where can we collaborate?

Your Contributions to the Team

Your Contributions to the Team

The logo consists of a red speech bubble shape with the word "results" written in white lowercase letters inside.

Q1: What is your unique contribution to the team?

Your Contributions to the Team

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**Q2: How are you similar to your
team members?**

Your Contributions to the Team

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**Q3: How are you different from
your team members?**

Your Contributions to the Team

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Q4: How do these similarities and differences add value to your group?

Your Contributions to the Team



Q5: In what areas could you use some help?

Your Contributions to the Team

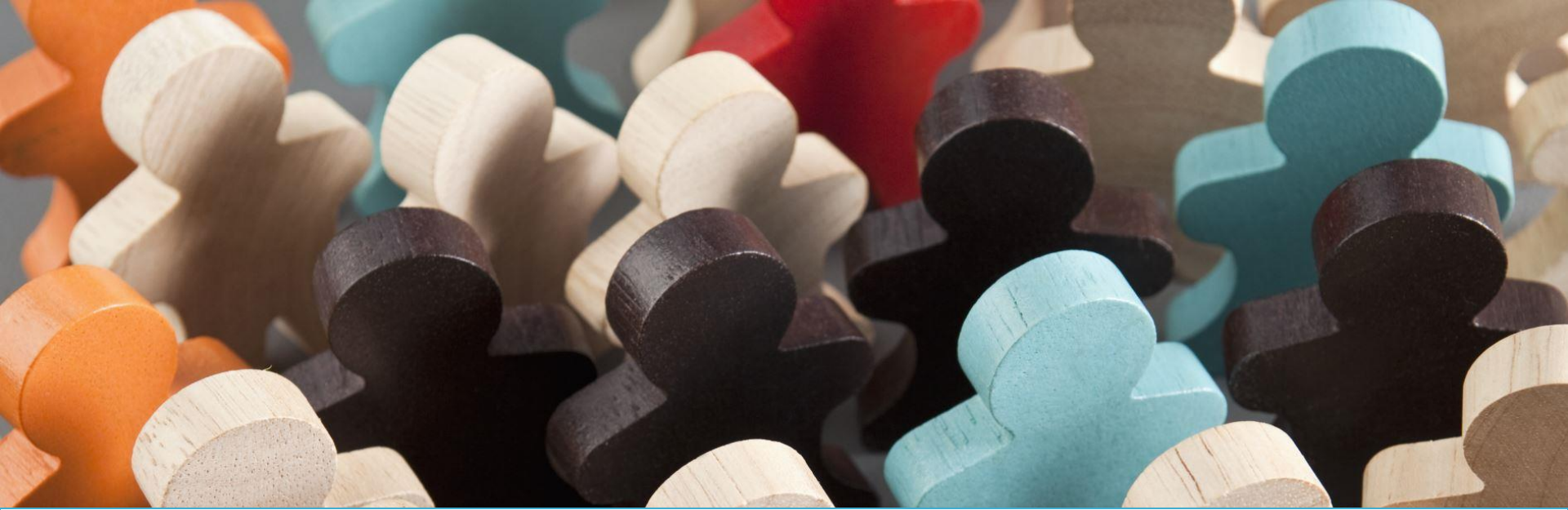
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“You can count on me to...”

Your Contributions to the Team

The logo consists of a red speech bubble shape with the word "results" written in white lowercase letters inside.

*“You can count on me to use my **Input** talents to find relevant resources to help us meet our group’s objectives for outreach.”*



Workshop Exercise: Your Strengths in Action

Your Strengths in Action

The logo for 'results' is a red speech bubble shape with the word 'results' written in white lowercase letters inside.

What do we want accomplish as a group in 2022?

- Welcoming new members
- Reaching neighboring districts
- More in-depth reach with your member of congress
- Establishing local partnerships
- Maintaining an Action Network
- Writing and submitting more media

Your Strengths in Action

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- **Knowing your talent themes,**
 - How will you contribute to meeting your groups goals?
 - Where can you step into leadership?
 - Where will you need support from your team?

Time to Breakout!

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You will have 10 mins

- What does my group want to accomplish this coming year?
- How will you contribute to meeting these objectives?
- Are there leadership positions that you will consider? What are they and how will you use your talents to succeed?
- *Where will you need support from your team?*

**What do my strengths mean
for me and my team in 2022?**

new year

same old me

What did we do tonight?



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- Explored our SF talent themes, how they play into the way we approach our work.
- Think about ways we can work more effectively in our groups, knowing our individual talents and how they complement each other.

What did we do tonight?



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- What is one thing that you learned from tonight's session that you didn't know before?
- What are 1 or 2 things that you will bring back to your group?

In 2022...

- Explore your team DNA!
 - How are you similar?
 - How are you different?
 - How do you complement each other?
 - To whom can you go for help?
("You can count on me...")

In Conclusion

- More resources:
 - Ideas to Action (StrengthsFinder 2.0 Book)
 - GALLUP [Mastery Monday Series](#)
 - [Video explanations of 34 themes](#)
 - [Strength Dynamics](#)

Happy Winter Break

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Thank you!

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