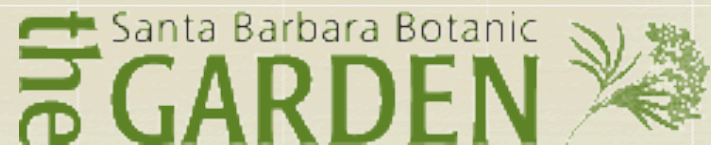


*The Keys to
Understanding
and
Developing People's
Skills and Experience
Through Strength Based Leadership*

Barbara Backlund
Visitor Services Manager





- 1. Position Description Dissection*
- 2. Strategic Interviewing*
- 3. Diligent Management Techniques*
- 4. Motivating to Individual and Team Strengths*

The Dissection

- **“Presents a pleasant, helpful and welcoming demeanor to visitors”**
Strength – Positivity, Relator
- **“Responsible for orienting visitors to the Garden grounds and buildings”**
Strength – Communication, Learner, Commanding
- **“Promotes the Garden through the sale of Garden memberships, classes and trips”**
Strength – Woo, Self-Assurance

Strength Seeking Questions

What gives you energy?

What gets done first on your to-do list?

How do you like to spend your free time?

Do you or did you play team sports?

Strength Based Leadership

- ~ Train in ways that support the whole team**
- ~ Have a clear understanding of how team members learn**
- ~ Look for ways for team members to do more of what they do best**
- ~ Get more from your team by posing smart questions**
- ~ Give them opportunities to lead**
- ~ Encourage team commitment to each other**
- ~ Involve your team in the interview process for new hires**

Something To Think About

***IF EVERYONE IN YOUR ORGANIZATION WAS OPERATING
FROM A POSITION OF STRENGTH
RATHER THAN TRYING TO COMPENSATE FOR THEIR
WEAKNESSES,
WOULDN'T IT BE A MORE PRODUCTIVE,
SATISFYING AND REWARDING PLACE TO WORK ?***