

StrengthsFinder

CISHRP 2014
Annual
Conference

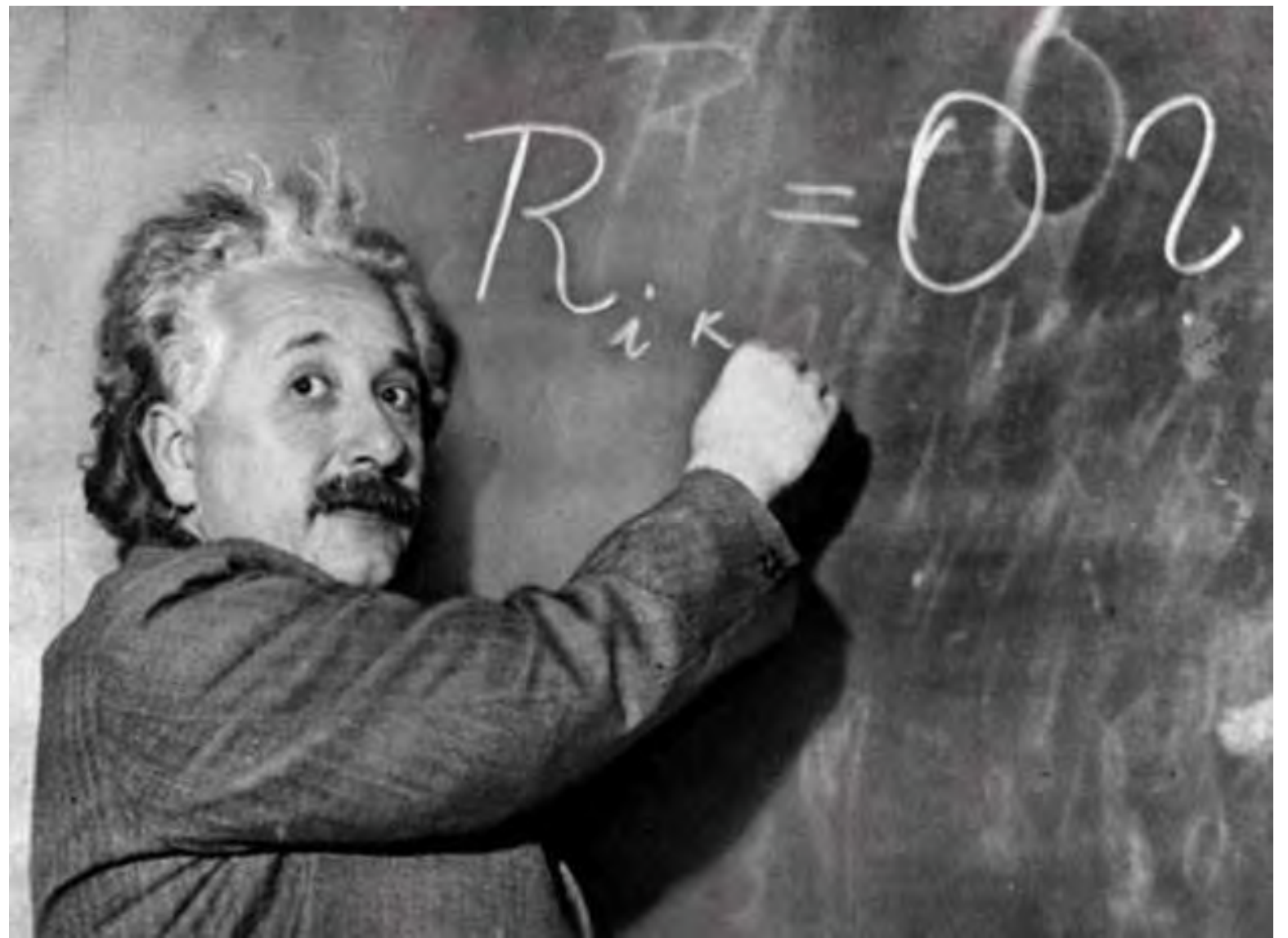
“Everybody is a genius.
But if you judge a fish by
its ability to climb a tree,
it will live its whole life
believing that it is
stupid.”

Albert Einstein



Albert Einstein

Physicist, Scientist (1879–1955)



Hello, My Name
Is...



Tara Tvedt

No longer a square peg in
a round hole...

SquarePeg

Helping individuals,
managers, teams and
organizations drive
performance through a
strengths based
approach.



“Everybody
is a
genius...

What is *TALENT*?

Everyone has talent.

Examples of talent...



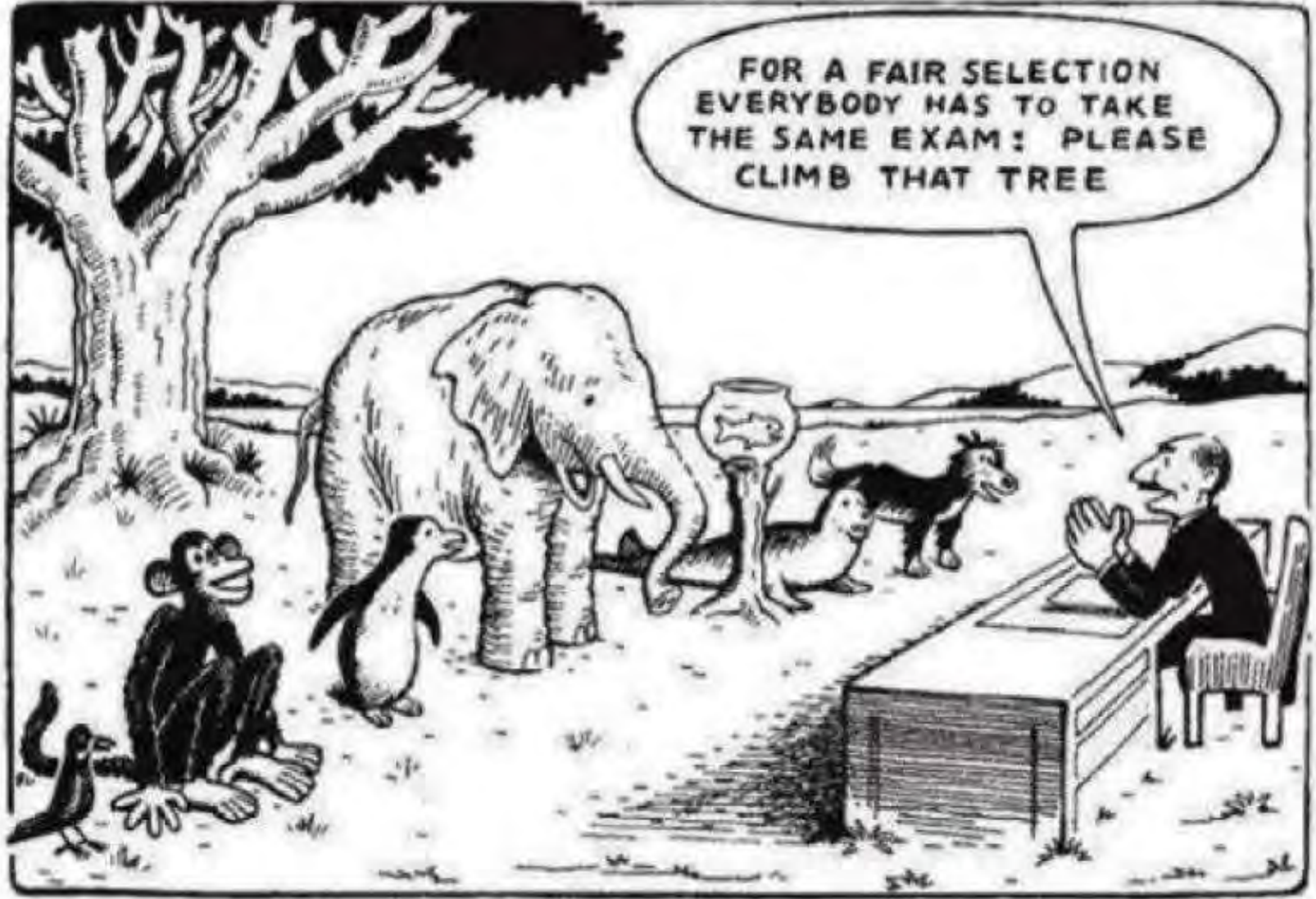
“...But if you judge a fish by its ability to climb a tree,

it will live its whole life believing that it is stupid.”

We want STARS but we are encouraging CIRCLES.



The best of
the best do
things
differently.



The Role of a Manager; Discovering Your Talents



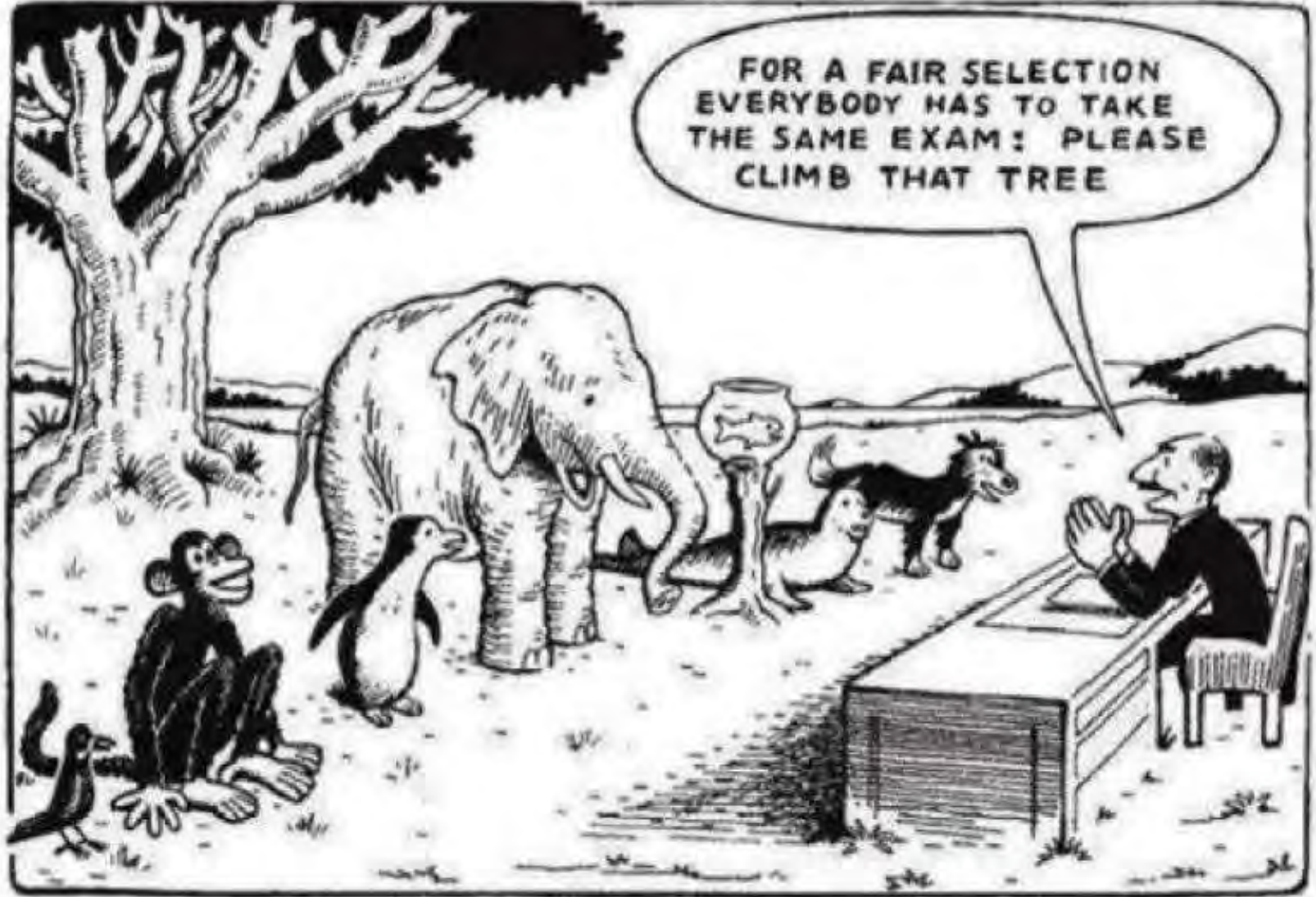
Turning the Key to Talent

1. Identifying and Positioning Talent
2. Setting Expectations
3. Motivating
4. Developing

Identifying and Positioning Talent



Setting Expectations



Motivating

- a 10% salary raise
- being named your organization's employee of the year
- a public endorsement by your manager as a thought leader
- making an outstanding contribution to your community
- your family or significant other receiving a note from your manager or leader thanking them for supporting you
- an increased annual training budget

Developing

1. Where do I go from here?
2. Can you help me grow?

Thank You

RESOURCES

- “StrengthsFinder® 2.0”
- “First Break All the Rules”
- “Strengths Based Leadership”
- “Animals, Inc.”

“What lies behind us
and what lies before us
are tiny matters
compared with what
lies within us.”

- Unattributed

