

Nonprofits:  
We're Here to  
Help YOU



# WHO YOU ARE IS HOW YOU LEAD

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TUESDAY, JUNE 7, NOON – 1:15PM | FACILITATOR: LINDA  
RICH

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# Jewish Community Council of Greater Coney Island's

## NonProfit Help Desk

*We focus on small and emerging nonprofits, offering:*

*Workshops \* Training \* Consulting*

2,500 organizations have worked with us, benefiting from support in:

- financial management
- fundraising
- governance
- human resources
- management & operations
- marketing and social media
- strategic planning
- technology





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**Help YOU**

# Who You Are Is How You Lead

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**June 7, 2022**

# Process

Aware

Explore

Apply



# Process

Aware

WHAT

Explore

SO WHAT

Apply

NOW WHAT



# All About You

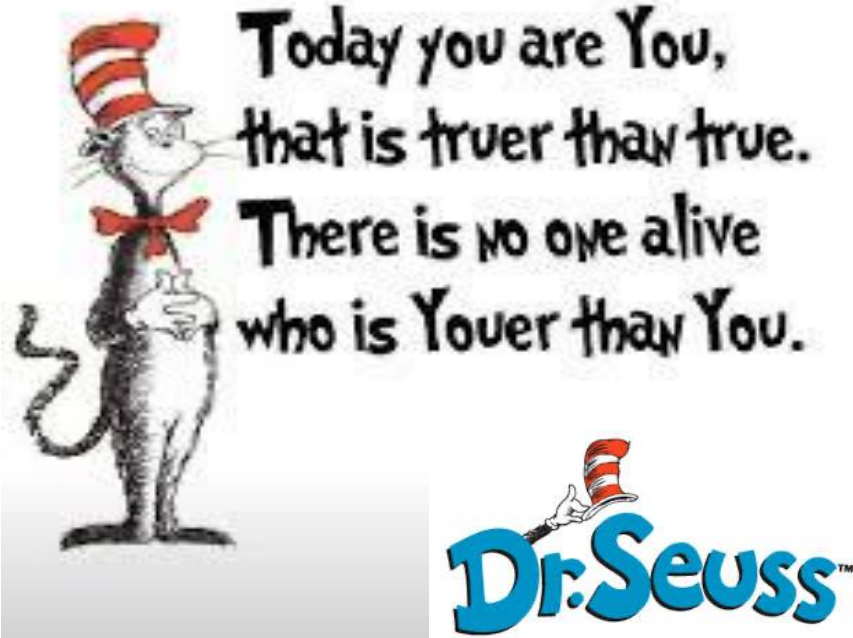
Leadership value result's from being who you are --  
past experiences, current self, who you aim to be.

Effective leaders embody what's needed

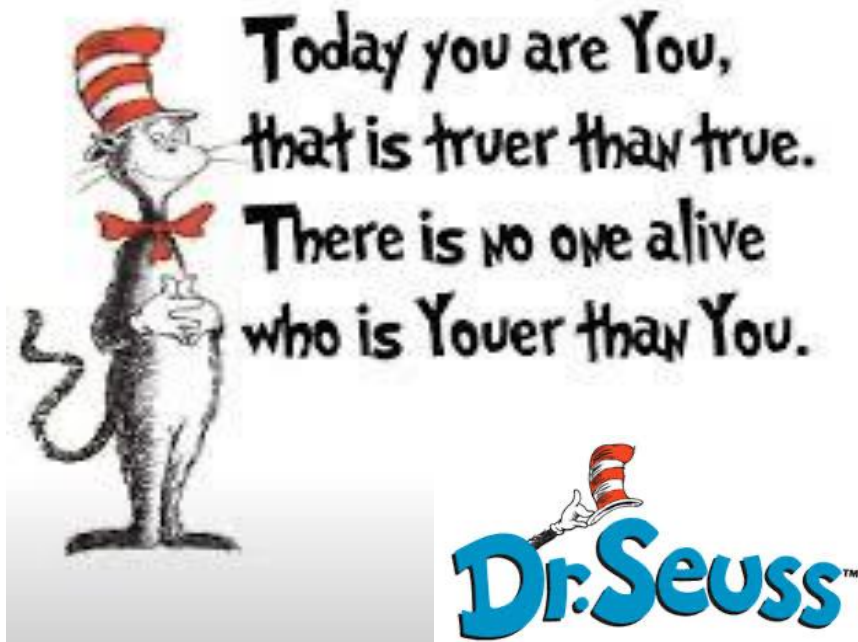


we lead with who we are:  
values, traits, behaviors,  
knowledge, skills

# Be You



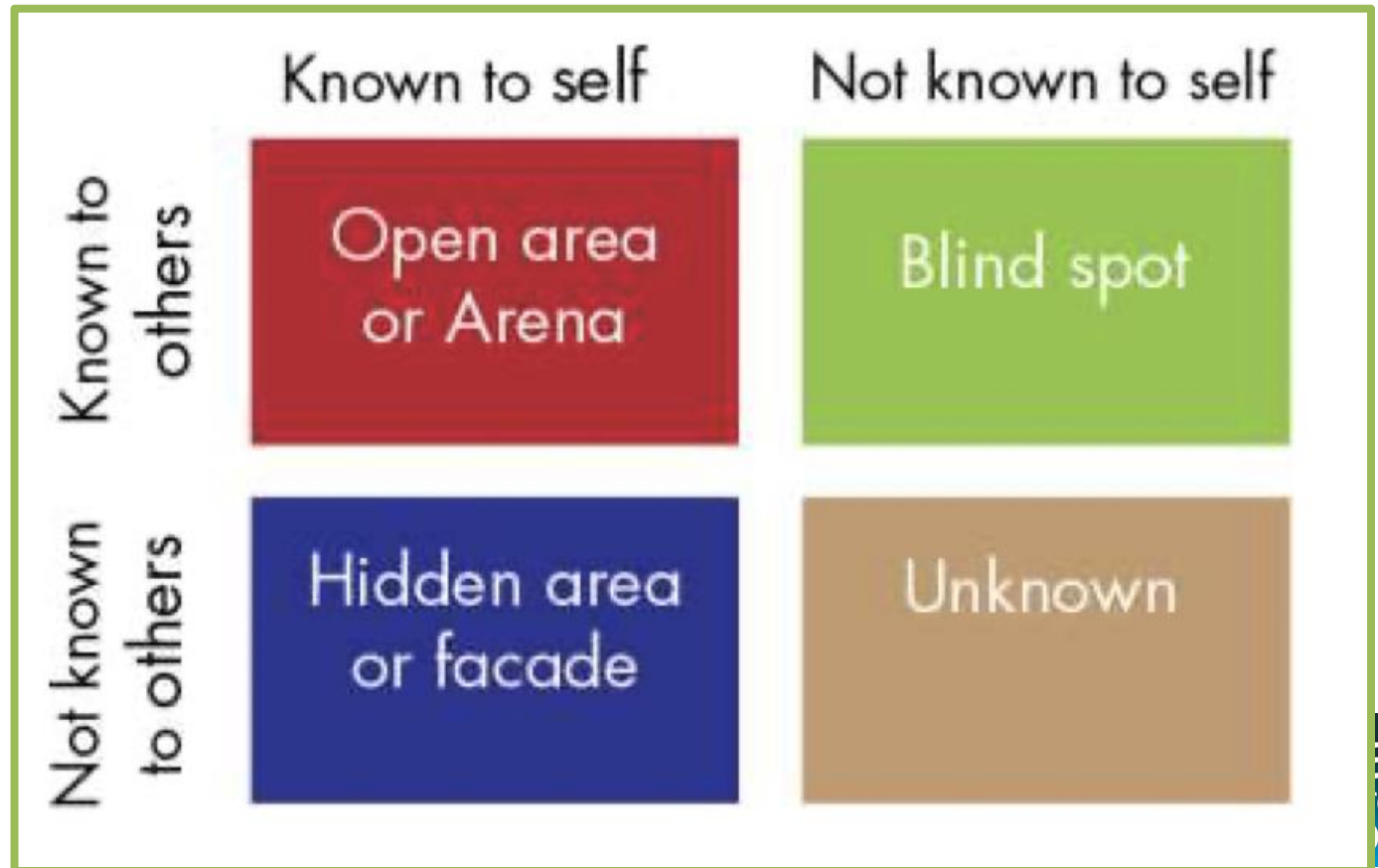
# Be You





# Know Thyself

Knowing yourself is the beginning of all wisdom - *Aristotle*



Johari  
Window

# ViA



- Positive psychology
- Research-based
- Universal across cultures

Also:

free, easy, no certification, kids version



# Virtues



Wisdom

Humanity

Justice

Courage

Temperance

Transcendence



# Character Strengths

Qualities that represent  
**moral goodness**  
&  
**human excellence**

The positive aspects of who we are

# Competencies v Character Strengths

## Character Strengths

- Love
- Hope
- Zest
- Bravery

## Competencies

- Managing Performance
- Customer Focus
- Dealing with Ambiguity
- Strategic Thinking
- Financial Acumen
- Communicating Effectively

Creativity Perspective  
Judgment Curiosity  
Honesty Bravery Fairness  
PERSEVERANCE HUMOR Zest  
Love Kindness Teamwork  
Social Intelligence Love of Learning  
Forgiveness HOPE PRUDENCE  
Appreciation of Beauty & Excellence Humility  
Spirituality SELF-REGULATION Gratitude  
© www.VIACHARACTER.ORG

# “Signature” Strengths

Those that are most:

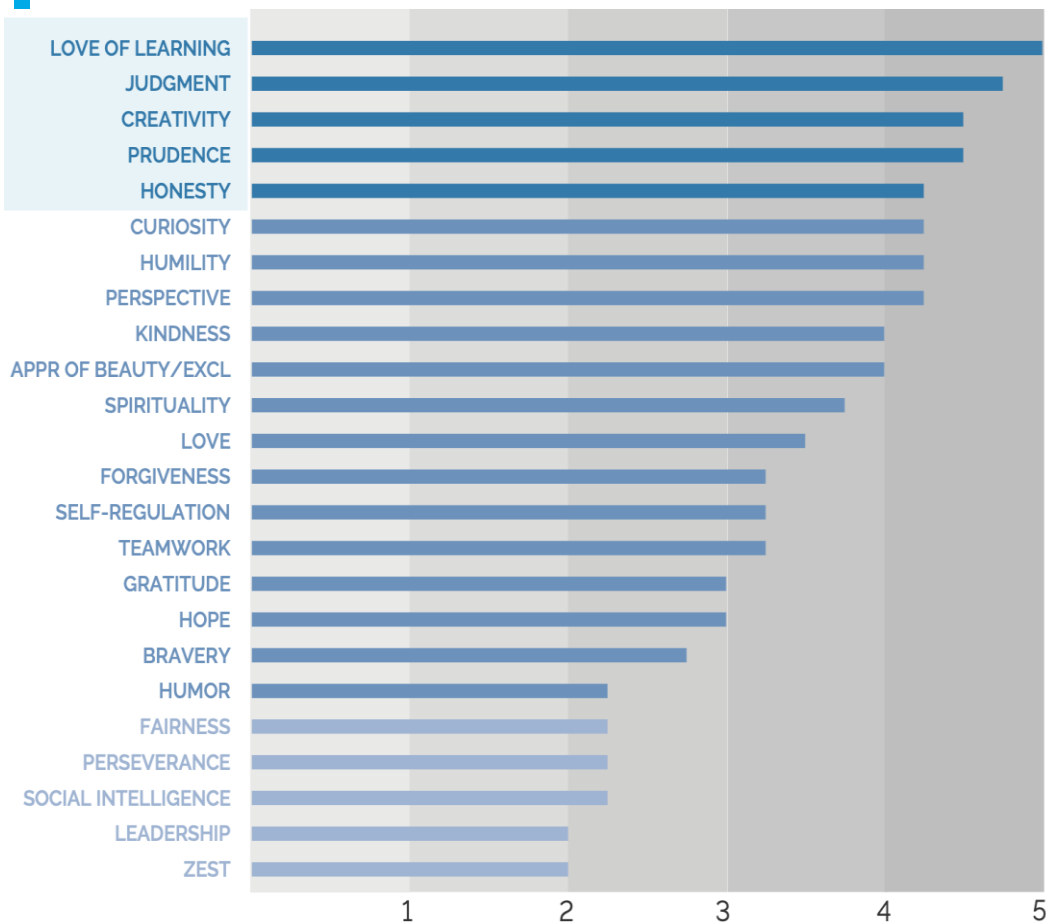
- core to who we are
- valued about ourselves



likely **engaging, energizing, & comfortable** to use,  
used regularly, and lead to our best performance.

**Capacities/ways of thinking, feeling and behaving**

# It's all Relative



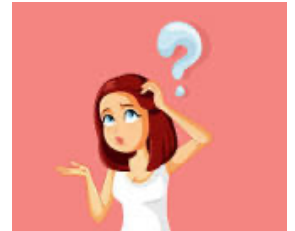
Relative order/degree

No numeric scoring

No comparison to others/averages

# Confusing Results?

Review top 5-7 and lesser 5-7



Do you recognize yourself?

Anything surprising or doesn't seem to fit?

Review meaning, description, virtue cluster  
examples: fairness, leadership, curiosity v. love of learning

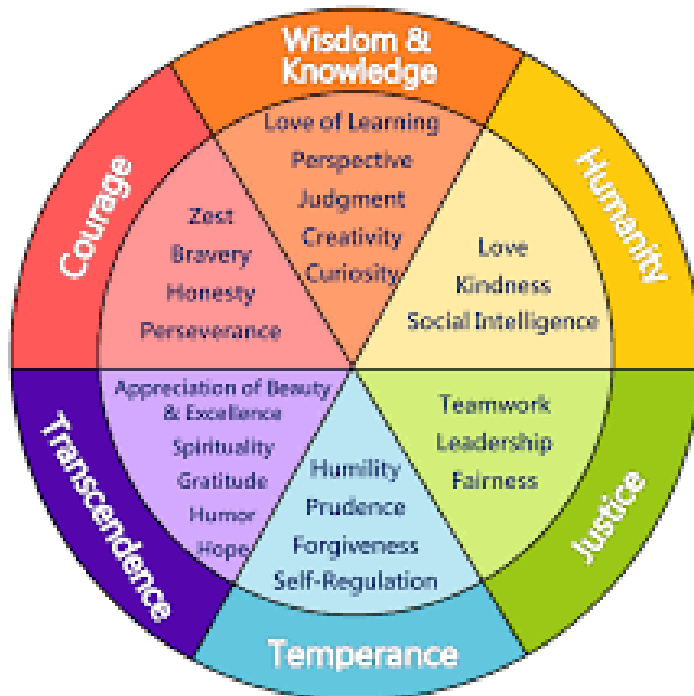
Consult others



# Understanding Results

Review your TOP 7.

How many different virtues are they in?



# Understanding Results

Review your TOP 7.

How many different virtues are they in?



## CHAT/POLL

### Number of virtues

Optional: Names of virtues

# Understanding Results

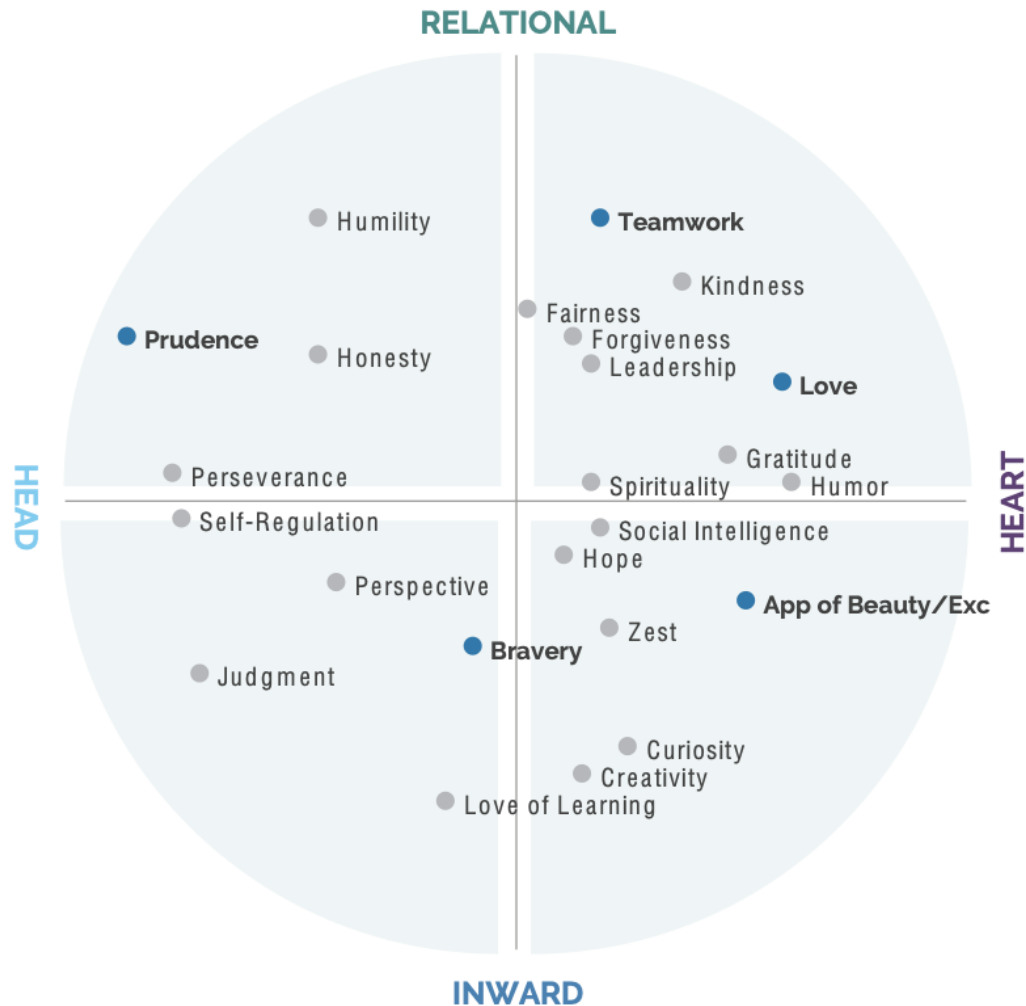
## Alternate domains:

Moral-caring  
Intellectual  
Self-regulatory

Intellectual  
Social  
Temperance  
Transcendence



# Character Strengths Expression Map



# Frequency of Strengths

## Most Prevalent

kindness  
fairness  
honesty  
gratitude  
judgment

## Least Prevalent

prudence  
humility  
self-regulation

# Frequency of Strengths

## Most Prevalent

kindness  
fairness  
honesty  
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judgment

## Least Prevalent

prudence  
humility  
self-regulation

What do you notice about the  
LEAST prevalent strengths?

**CHAT**

# Frequency of Strengths

## Most Prevalent

kindness  
fairness  
honesty  
gratitude  
judgment

## Least Prevalent

prudence  
humility  
self-regulation

**ALL in Temperance –  
controlling behavior and  
protecting against excess**

# Frequency of Strengths

## Most Prevalent

kindness  
fairness  
honesty  
gratitude  
judgment

## Least Prevalent

prudence  
humility  
self-regulation

What do you notice about the  
MOST prevalent strengths?

**CHAT**



# Frequency of Strengths

## Most Prevalent

kindness - Humanity

fairness - Justice

honesty - Courage

gratitude - Transcendence

judgment - Wisdom

*The only Virtue not represented is Temperance.*

# Happiness-Satisfaction

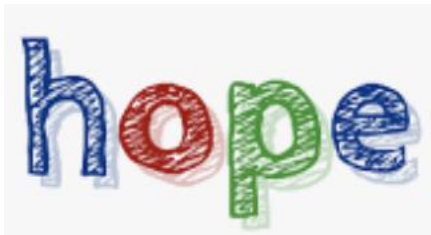
Which strengths matter most?

CHAT



# Happiness-Satisfaction

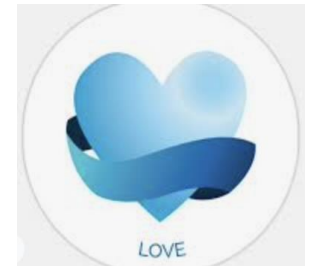
multiple  
studies:



tops the list

Also:

- zest
- love
- gratitude
- humor
- social intelligence
- curiosity
- perseverance



# Using Strengths More

Using signature strengths boosts happiness and flourishing, decreases depression.

Choose one of your top 5:



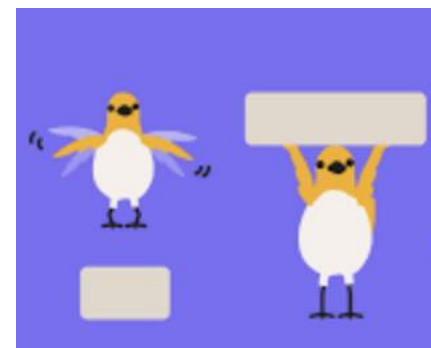
**Ask:**

*How do I get to use it now? How often?*

*How might I use it even more?*

# What about Lesser Scores?

- Focus on using your signature strengths
- We all have lesser strengths (not “weaknesses”)
- Use signature strengths to work on lesser ones
- Example: love of learning...



# Over/Under Use



	Underuse	OPTIMAL	Overuse
<b>HUMOR</b>	Overly serious	PLAYFUL	Offensive
<b>HOPE</b>	Negative	OPTIMISTIC	Unrealistic
<b>BRAVERY</b>	Cowardly	FACING FEARS	Risk-taking

# Share & Compare

Get to know and/or understand someone better.

	Person 1	Person 2
1	Appreciation of Beauty...	Love
2	Leadership	Bravery
3	Kindness	Honesty
4	Prudence	Judgment
5	Spirituality	Love of learning
6	Love	Appreciation of Beauty...
7	Fairness	Creativity

Discuss

# Self-Leadership

## *Actively:*

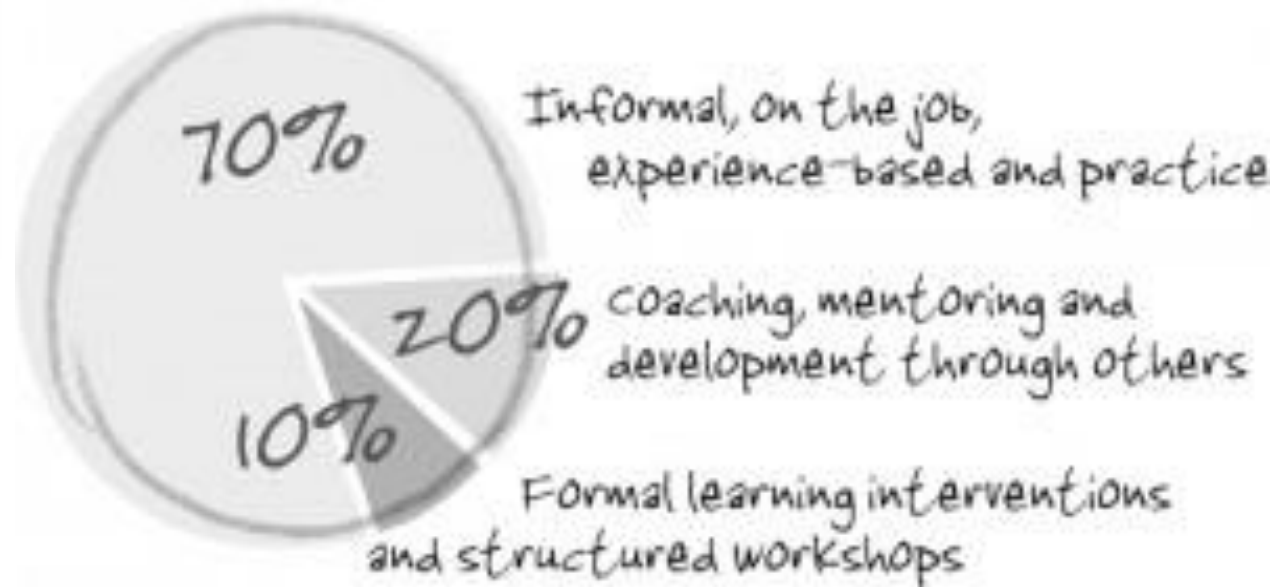
- developing a confident sense of who you are
- taking ownership of what you do
- being *intentional* about where you're going



*Being a self-leader is to serve as ...  
CEO of one's own life - Drucker*

*Mastering others is strength;  
mastering oneself is true power - Lao Tsu*





**Experiences:** jobs, assignments, projects...

**People:** bosses, mentors, role models, coaches, peers ...

**Classes/Workshops**

**Reading/Discussion**

**Feedback/Self-Awareness**

**USE  
THIS  
MOMENT!**

# Mining Your Strengths



For each of your top 5 (or 6 or 7) :

- *How is this strength important/valuable to me?*
- *How does this strength not serve me well?*

## Ask others:

- *How have you seen these strengths in me?*
- Establish ongoing peer conversation

## Exercise your strengths

# Developing Self [& Others]

- *What strengths do I want to use/develop?*
- *I had a great day at work...*
- *What work do I enjoy that others don't?*
- *About which parts of my job do I say, 'If I could do this all day, every day, I'd be very happy' ?*
- *Who do I want to be in this world, and what kinds of organizations do I want to create and participate in?*



# Strengths & Aspirations

What are you looking for?

Where do you want to be in 5 years?

Using my strengths in

*[A, B, C]*

to

*[impact you want to have]*



# Be Yourself

You wouldn't worry so much about what others think of you if you realized how seldom they do.

*- Eleanor Roosevelt*

Be who you are and say what you feel, because in the end those who matter don't mind, and those who mind don't matter.

*- Theodore Seuss*



# Other Assessments

**StrengthsFinder 2.0:** \$20 with book  
[CliftonStrengths 34]

[gallup.com/cliftonstrengths/en/252137/home.aspx](http://gallup.com/cliftonstrengths/en/252137/home.aspx)

**PMAI-Archetypes:** \$25  
[www.storywell.com](http://www.storywell.com)



**Feedback by email**

More complex/elaborate: MBTI, Enneagram

CFO asks CEO: "What happens if we invest in developing our people and then they leave us?"

CEO: "What happens if we don't, and they stay?"

**THANK YOU**