

NOTES FROM CHUCK DULL'S SYMPOSIUM WORKSHOP

FOCUS: STRONG RELATIONSHIPS

Describe the strong relationship you're in or have observed.

What is happening?

What conditions/behavior do you see?

FOCUS: SELF

Describe two of your talents*

Focus

Draw out

Accept

*any recurring pattern of thought, feeling or behavior that can be productively applied
(e.g., instinctively inquisitive)

STRENGTH FINDER THEMES

Learner	Belief
Activator	Woo
Command	Achiever
Developer	Input
Focus	Fairness
Empathy	Arranger
Harmony	Communication
Maximizer	Ideation
Relator	Responsibility
Interlection	Strategic
Inclusiveness	Analytical
Futuristic	Self-assurance
Discipline	

FOCUS: ORGANIZATIONAL STRENGTHS

Briefly describe a strong organization you are part of or know about

What do they do that is right?

What are its cultural traits?

JIM COLLINS' MODEL

for good to great soc. sector org

Build strengths First who Build self/??	What you care deeply passionate about
Demonstrate Results Mission success	What drives your resource engine
Build Brand Emotion Reputation	What are you best in the world at
Attract believers Time Dollars	

THE HARDINESS MODEL

Inherited vulnerabilities

 Weakest links

Strain

 Mental tension

 Physical

 Mobilization

Performance ineffectiveness

 Mental burnout

 Physical illness

Hardi-coping

 Perspective

 Understanding

 Decisive data

Health/Wellness Practices

 Relaxation

 Nutrition

 Exercise

Hardi-attitudes

 Commitment

 Control

 Challenge

Hardy Social Support

 Assistance

 Encouragement

www.hardinessinstitute.com

STRONG FAMILY BEHAVIORS

- Communications
- Appreciation
- Spend time
- Conflict positively
- Rituals
- Spiritual orientation

BIG FIVE RELATIONSHIP STENGTHS

(Olson et al)

- Communications
- Closeness
- Flexibility
- Personality compatibility
- Conflict resolution