

# WAYPOINT

STRATEGIC COACHING



Adam Mustoe

1. Strategic

2. Positivity

3. Activator

4. Communication

5. Woo



**Donald O. Clifton, Ph.D.**  
psychologist and business executive  
(1924-2003)

“**What** will **happen** when we think about what is **right** with people rather than **fixating** on what is **wrong** with them?”





**What question do you need  
answered by the end of the session?**

Join **27,747,036** People Using Their  
CliftonStrengths to Thrive at Work and  
Everywhere Else



You Are Unique. You Are Powerful. Be Confident With  
Who You Are.

Understanding your strengths unlocks your potential and leads you to greater performance.

# Thumbs Up Thumbs Down

- Its simple, when you see the prompt, give me a thumbs up or thumbs down emoji!

## The thought of playing a three-hour board game



The pandemic has given you more quiet time at home.



I love having my meals  
planned out for the week



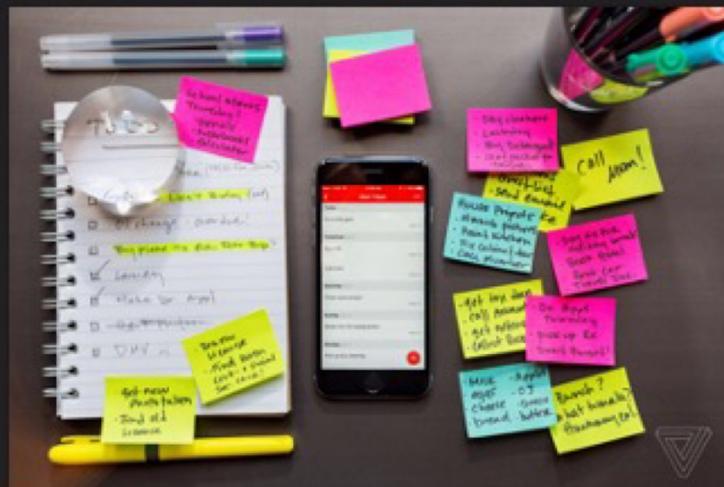
I prefer to work from home



I can make a list of movies/tv shows that brought me to tears



# I function best with a well-kept list



**If a magician asked for a volunteer  
I would be quick to raise my hand**



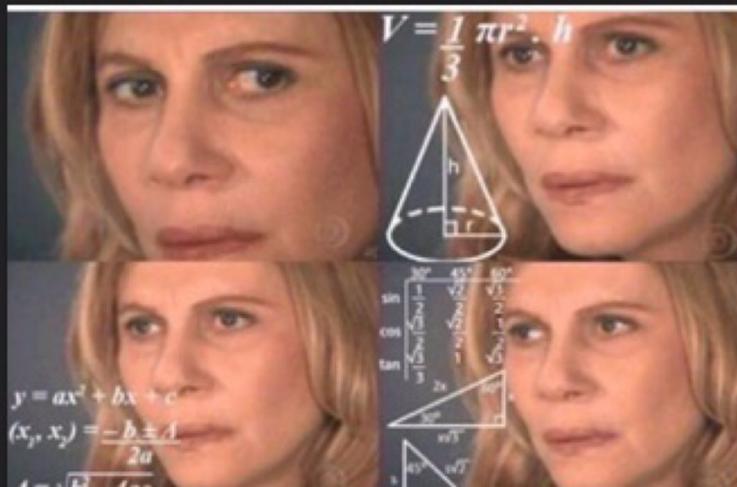
I prefer delivery/take out to eating at a restaurant



**I like to be the one doing the passing  
when driving on the highway**



When planning a significant purchase  
I will do research for days/weeks/months

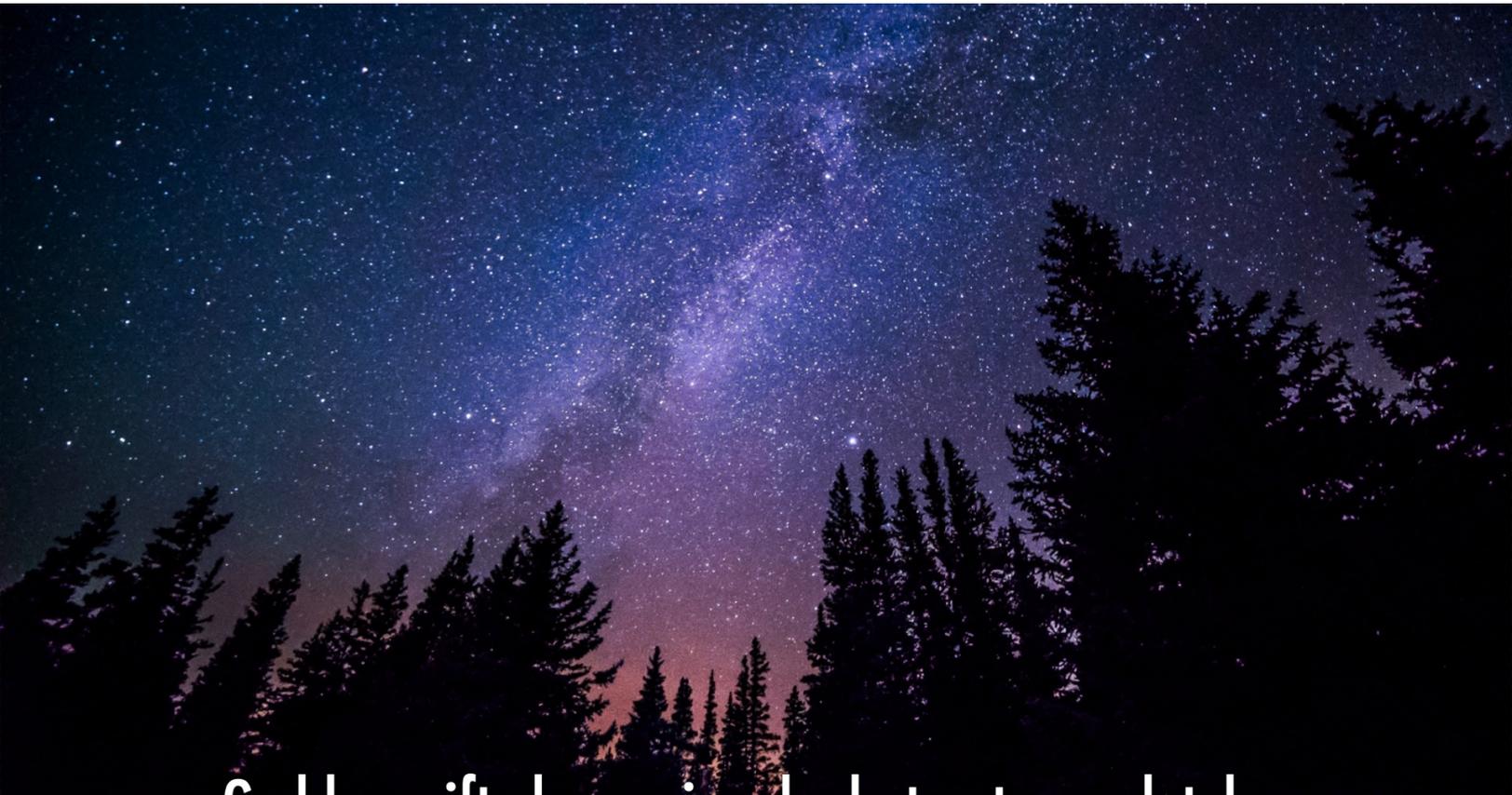


**Part I:**

**What are strengths, and where do they come from?**

**“Don’t think you are better than you really are. Be honest in your evaluation of yourselves, measuring yourselves by the faith God has given us. Just as our bodies have many parts and each part has a special function, so it is with Christ’s body. In his grace, God has given us different gifts for doing certain things well.” Romans 12: 4-6a**

**“So if God has given you the ability to prophesy, speak out with as much faith as God has given you. 7 If your gift is serving others, serve them well. If you are a teacher, teach well. 8 If your gift is to encourage others, be encouraging. If it is giving, give generously. If God has given you leadership ability, take the responsibility seriously. And if you have a gift for showing kindness to others, do it gladly.” Romans 12: 6b-8**



**God has gifted us uniquely, but not completely.**

**How do we define a strength?**

1. Consistent, near perfect performance
2. Inherently rewarding

**A strength is an activity that makes you feel strong.**

**Discussion:**

**Share one thing you can do well,  
but don't necessarily enjoy.**

**Then, share one thing you love doing  
but aren't necessarily good at.**

## Finding Your Waypoint:

**Gifted - Called = Frustrating**

**Called - Gifted = Disappointing**

**Gifted + Called = Serving from your strengths**

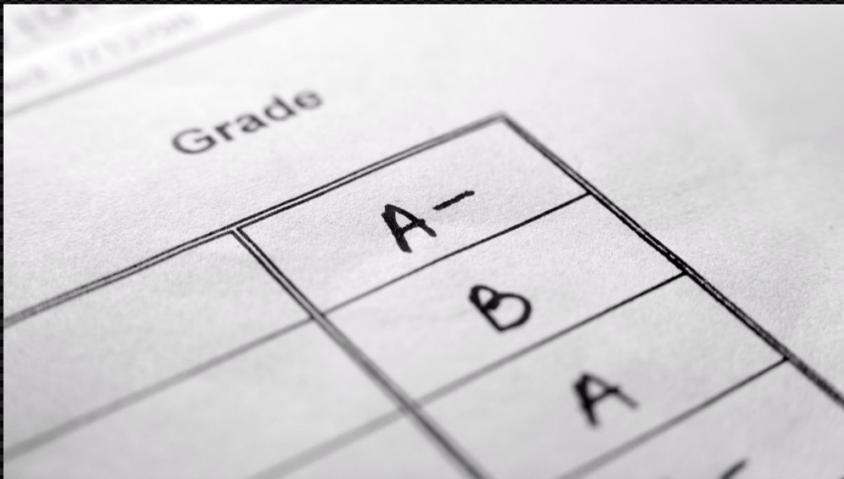
**"The place God calls you is the place where your deep gladness and the world's deep hunger meet."**

**-Frederich Buechner**

**Part II:**

**Where should we focus: on weaknesses or strengths?**

**Should we focus on weaknesses or strengths?**



**Since childhood,  
we have been taught  
a propensity to focus on  
deficiency.**



Low	Loved these presenters!
Exc	Excellent facilitators. They complimented each other nicely
Adv	Adam was much more authentic and engaging. I wish the presentation would have given each equal time.
Not	None
Lee	Leanne Hughes was amazing. Adam Mustoe was a grandstanding arrogant bore. I feel sad that Leanne traveled all the way across the Pacific to be sidelined by yet another white dude bloated with self-importance.
na	na
Tha	Thanks for a good session!
I le	I learned quite a few strategies I can use right away. And I love the handouts!
N/A	N/A
Out	Outstanding. Thank you
Ver	Very good presentation
Lov	Loved the intro! Had lots of fun
Ww	Www
Ma	Maybe
Gre	Great job! Nicely done. Looking forward to the downloadable handouts. It is evident that you all put a lot of thought into this presentation. Much appreciated.
tho	none
none	none

**Turn & Talk-**

**Pick 1:**

**When was a time you were wildly successful?**

**Talk about a time when you absolutely bombed.**

## PEOPLE WHO FOCUS ON USING THEIR STRENGTHS **MAXIMIZE THEIR POTENTIAL**



People who learn to use their strengths every day have **7.8% greater productivity.**



Teams who receive strengths feedback have **8.9% greater profitability.**

## PEOPLE WHO FOCUS ON USING THEIR STRENGTHS ...



are **three TIMES** as likely to report having an excellent quality of life



are **six TIMES** as likely to be engaged in their jobs

**"But as the believers rapidly multiplied, there were rumblings of discontent. The Greek-speaking believers complained about the Hebrew-speaking believers, saying that their widows were being discriminated against in the daily distribution of food." Acts 6: 1**

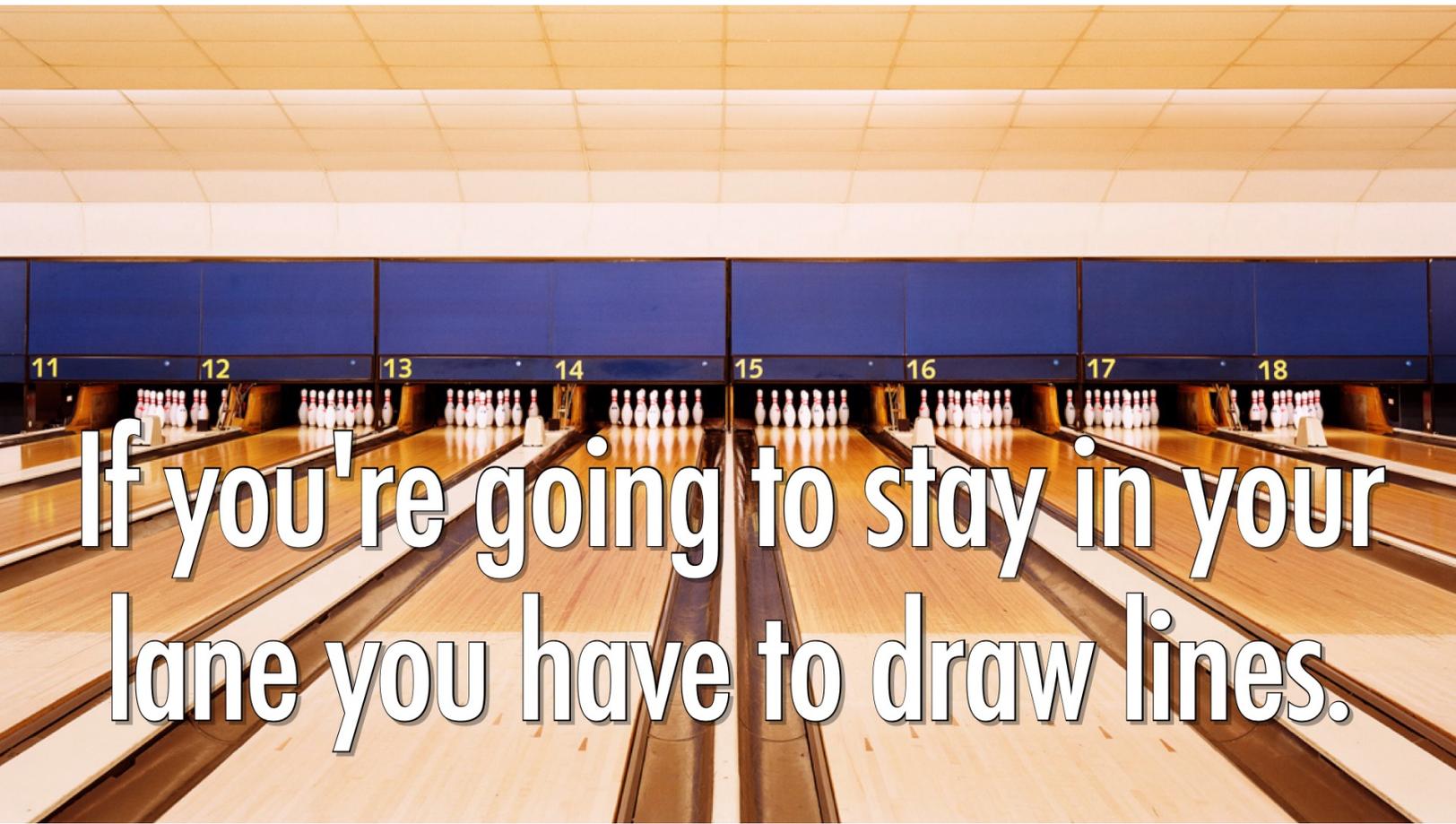
**“So the twelve called a meeting of all the believers. They said, ‘We Apostles should spend our time teaching the word of God, not running a food program.’” Acts 6: 2**

**“And so, brothers, select seven men who are well respected and are full of the Spirit and wisdom. We will give them this responsibility. Then we apostles can spend our time in prayer and teaching the word.” Acts 6: 3-4**

**“Everyone liked this idea, and they chose the following: Stephen (a man full of faith and the Holy Spirit), Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas of Antioch (an earlier convert to the Jewish faith). They seven were presented to the apostles, who prayed for them as they laid their hands on them.” Acts 6: 5-6**

**“So God’s message continued to spread. The number of believers greatly increased in Jerusalem, and many of the Jewish priests were converted, too.” Acts 6: 7**

**Whats at stake?**



If you're going to stay in your lane you have to draw lines.



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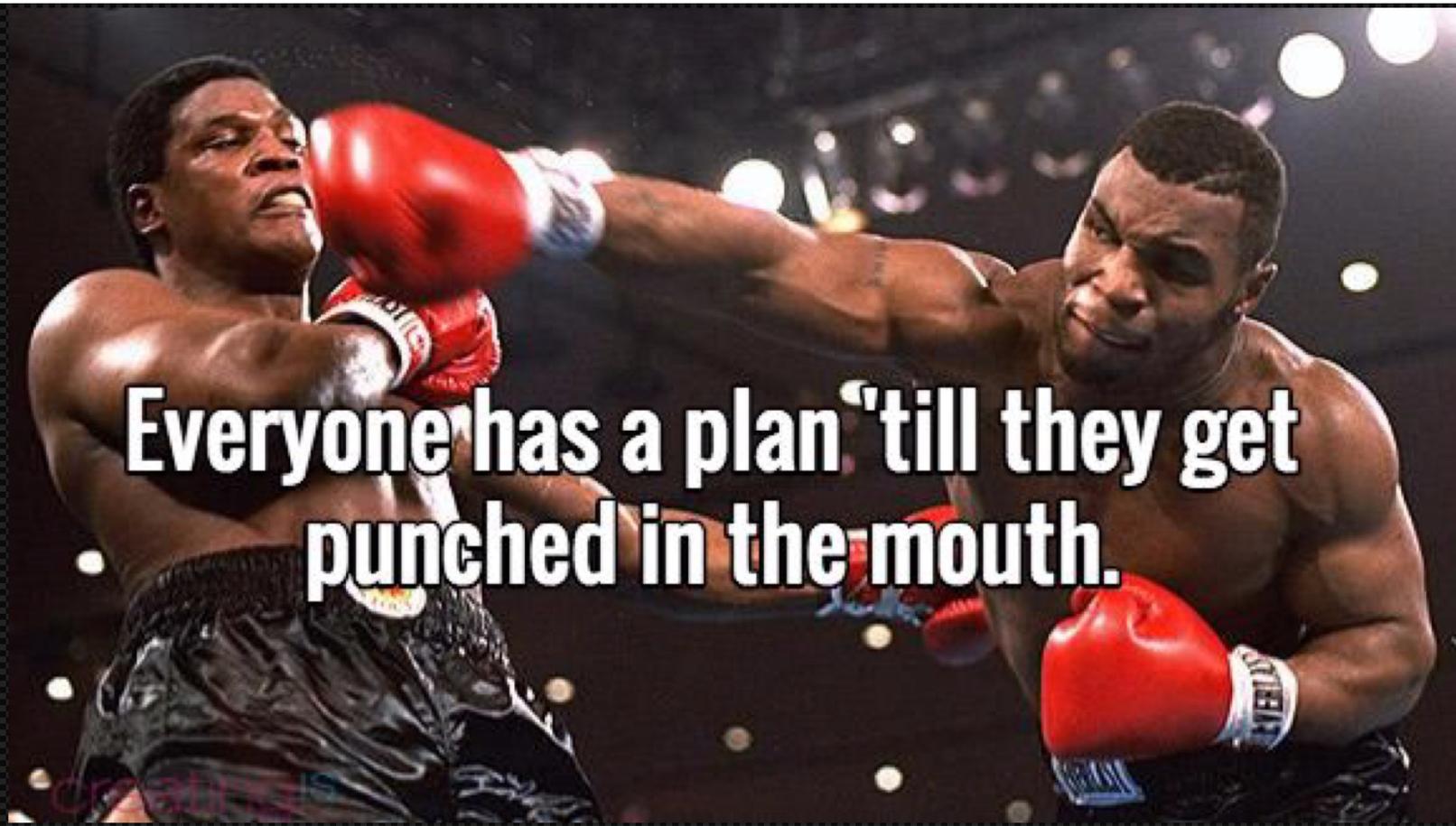
The Vision

**Turn & Talk-**

**What are your challenges in  
keeping your “menu”  
from being cluttered?**

**Part III:**

**Your plan to operate from your strengths.**



**Everyone has a plan 'till they get punched in the mouth.**

## NAME IT!

*Make your Signature Themes your own.  
Identify what this theme means to you.*



## AIM IT!

*Flex your talents. Intentionally practice  
using and developing this set of talents.*

## CLAIM IT!

*Appreciate the unique power and  
value you have and bring to others.*





**NAME IT!**

**Turn & Talk: Share at your table some of what resonated about your strengths**

**CLAIM IT!**

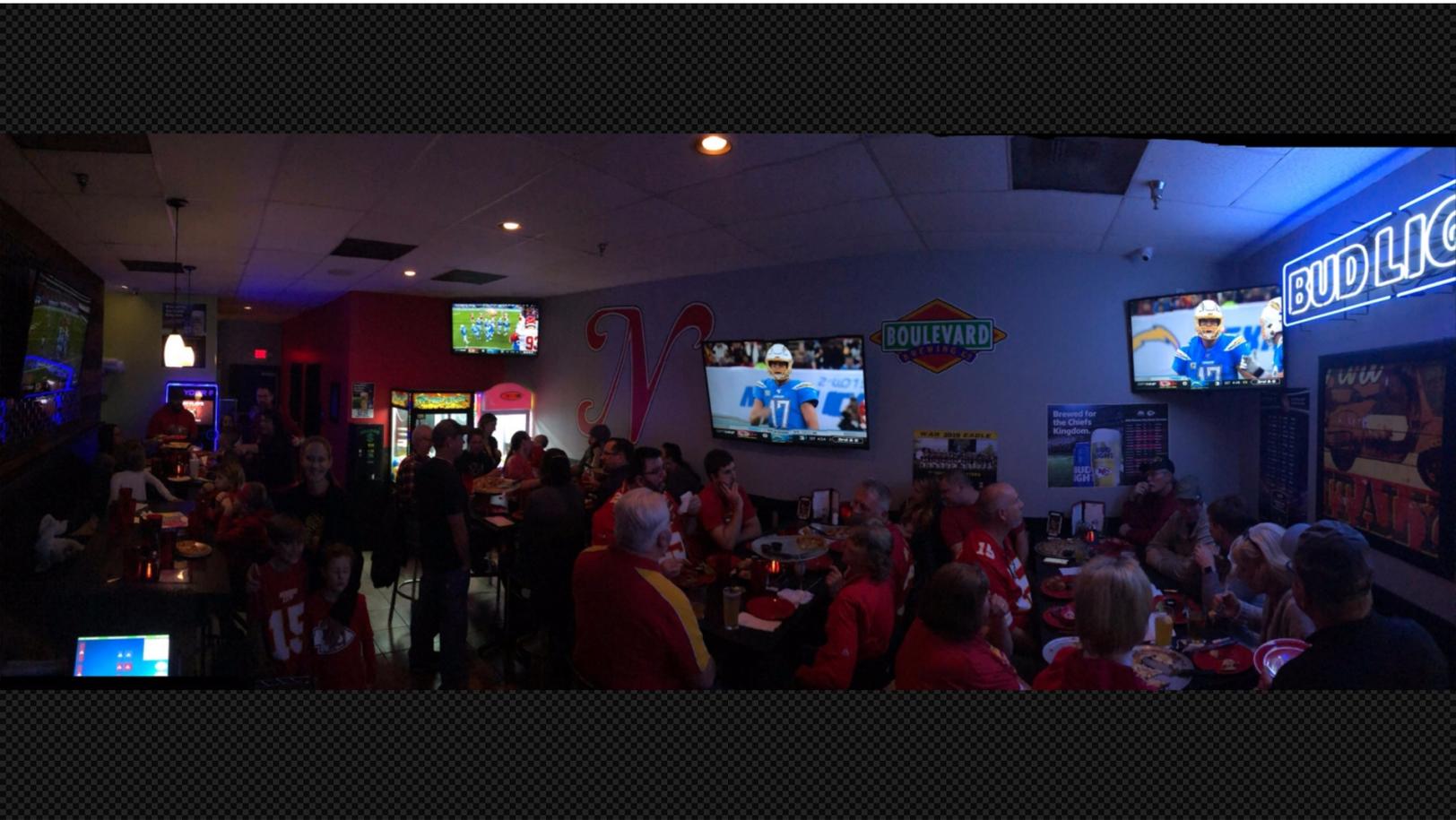


**Turn & Talk: Talk about a time when  
your strengths “showed up”**



**AIM IT!**

***"Operating within your affinity."***



**What are your strengths' shadow sides?**



**“The greater the gift the longer the shadow.”**

**Turn & Talk: What is one way that your strengths could be used or perceived negatively?**

## *2. Understanding Self-Awareness, Self-Expression and Self-Regulation*

- a. Self-Awareness -- Coaches can educate clients on how to become more aware of their talents -- a vital first step in positively developing a talent into a strength.
- b. Self-Expression -- Coaches can assist their clients in recognizing past expressions of a talent theme and be cognizant of present and future opportunities to positively embody their talent. Another way to think of self-expression is as being the best version of oneself.
- c. Self-Regulation -- Coaches can help clients determine which theme, or combinations of themes, will help them achieve positive results in specific situations.



**Time x Investment = Strength**

**If we want to deploy strengths in healthy ways we have to make time to invest in them. But how? When?**

**"The appointment calendar...is a gift that provides the means to get time and acquire leisure...it is more effective than a protective secretary; it is less expensive than a retreat house.**

**It is the one thing in our society every accepts without  
cavil as authoritative...I venture to prescribe  
appointments for myself to take care of the needs not  
only of my body, but also of my mind and emotions,  
my spirit and imagination...If nobody is going to  
prescribe it for me, I will prescribe it for myself."**

**-Eugene Peterson**



**“They went across the lake to the region of the Gerasenes. When Jesus got out of the boat, a man with an impure spirit came from the tombs to meet him. This man lived in the tombs, and no one could bind him anymore, not even with a chain.**

**For he had often been chained hand and foot, but he tore the chains apart and broke the irons on his feet. No one was strong enough to subdue him. Night and day among the tombs and in the hills he would cry out and cut himself with stones.**

When he saw Jesus from a distance, he ran and fell on his knees in front of him. He shouted at the top of his voice, "What do you want with me, Jesus, Son of the Most High God? In God's name don't torture me!" For Jesus had said to him, "Come out of this man, you impure spirit!"

Then Jesus asked him, "What is your name?" "My name is Legion," he replied, "for we are many." And he begged Jesus again and again not to send them out of the area. A large herd of pigs was feeding on the nearby hillside.

The demons begged Jesus, "Send us among the pigs; allow us to go into them." He gave them permission, and the impure spirits came out and went into the pigs. The herd, about two thousand in number, rushed down the steep bank into the lake and were drowned.

Those tending the pigs ran off and reported this in the town and countryside, and the people went out to see what had happened. When they came to Jesus, they saw the man who had been possessed by the legion of demons, sitting there, dressed and in his right mind; and they were afraid. Those who had seen it told the people what had happened to the demon-possessed man—and told about the pigs as well.

**Then the people began to plead with Jesus to leave their region. As Jesus was getting into the boat, the man who had been demon-possessed begged to go with him. Jesus did not let him, but said,**

**“Go home to your own people and tell them how much the Lord has done for you, and how he has had mercy on you.” So the man went away and began to tell in the Decapolis how much Jesus had done for him. And all the people were amazed.”**

**Mark 5:1-20**

# The Decapolis



**“As Jesus was getting into the boat, the man who had been demon-possessed begged to go with him. Jesus did not let him, but said, go home...” Mark 5:18-19**

**"Then Jesus left the vicinity of Tyre and went through Sidon, down to the Sea of Galilee and into the region of the Decapolis. There some people brought to him a man who was deaf and could hardly talk, and they begged Jesus to lay his hands on the man and heal him." Mark 7:31-32**

**“And the crowd began pleading with Jesus to go away and leave them alone.” Mark 5: 17**

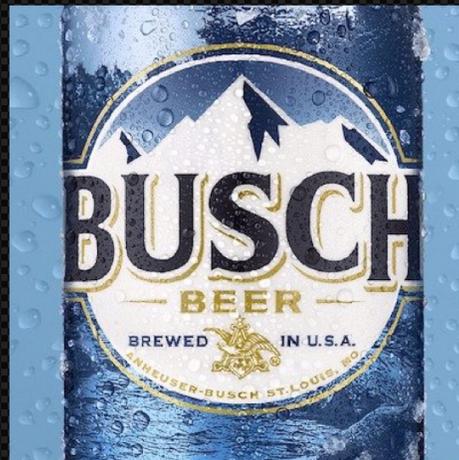
**“...and the people begged Jesus to lay his hands on the man to heal him.” Mark 7: 32**

**How can we approach our same  
setting in a new way?**

**Ex: -discipline +strategy**



You can arrive at the same outcome through different behaviors.



**Your strengths DO NOT qualify or disqualify you  
from certain tasks.**

**They are how you should approach ANY task**

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**3.8** ★★★★★  
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**What's New** [Version History](#)

Version 2.23 5mo ago

We've added the MY STRENGTHS COMMUNITY section for sharing CliftonStrengths. As Don Clifton, father of strengths psychol [more](#)

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**MARCH 27**

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On this Theme Thursday Season Four webcast, Jim Collison, Gallup's Director...

**“Do you have the gift of helping others? Do it with all the strength and energy that God supplies. Then everything you do will bring glory to God through Jesus Christ.”**

**1 Peter 4:10-12**