

Salem UMC Strengths Session | January 21, 2023 | Adam Mustoe
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What questions do you need answered by the time we're done?

Part 1: What are strengths and where do they come from?

*Romans 12: 3-8

God has gifted us _____ but not _____.

*How do we define a strength?

1. Consistent, near perfect performance
2. Inherently rewarding

A strength is an activity that makes you feel _____.

Part 2: Should we focus on strengths or weaknesses?

*Acts 6: 1-7

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

_____.

Part 3: Your plan to operate from your strengths.

Name it, claim it, aim it! (see handouts)

Bringing it all together & Operating from your affinity (see handout)

"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

Claim It!

Each of the 34 “strengths” are also referred to as “talent themes.” A talent theme is a category of related talents. For example having the talent of communication could reveal itself in different mediums in different people- the spoken word vs. the written word. Now that we’ve better understood how our strengths are defined we identify how they show up in us as an individual. Here are 5 clues that something is a strength:

1. **Yearning:** to what kinds of activities are you naturally drawn?
2. **Rapid Learning:** What kinds of activities do you seem to pick up quickly?
3. **Flow:** In what activities did you seem to automatically know the steps to be taken?
4. **Glimpses of Excellence:** During what activities have you had moments of success and confidence in their execution?
5. **Satisfaction:** What activities give you a kick, while doing them or immediately after finishing them, and you think, ‘When can I do that again?’

In the left column, write each one of your top 5 strengths. Then in the right column, record a “peak experience” where your strengths served you or others well.

Top 5 Strength	Peak Experience

Bringing it all together: Finding your Waypoint

This is where the rubber meets the road. Self-awareness is great, but it is the application of our strengths for the sake of others that allows our gifts to glorify God.

Your Gifts	Your Call
Based on naming-claiming-aiming what are your specific gifts?	How could these gifts relate to God's calling on your life?
What is affirmed by friends/family/coworkers?	How can you apply the things people recognize in you for the sake of others?
What would you do for free because you love it so much?	What is something that breaks your heart? Where is the need for your gifts?
Your Next Step:	
<p>WHAT is one strength you can invest more time in? HOW?</p> <p>WHEN will you schedule time to do it?</p> <p>WHO will help keep you accountable?</p> <p>What is one thing you can do to pursue the intersection of your gifts + call?</p>	

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

CliftonStrengths® Themes

Achiever®	People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.
Activator®	People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.
Adaptability®	People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “now” people who take things as they come and discover the future one day at a time.
Analytical®	People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.
Arranger®	People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.
Belief®	People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.
Command®	People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.
Communication®	People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
Competition®	People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
Connectedness®	People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.
Consistency®	People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.
Context®	People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.
Deliberative®	People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.
Developer®	People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.
Discipline®	People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.
Empathy®	People exceptionally talented in the Empathy theme can sense other people’s feelings by imagining themselves in others’ lives or situations.

CliftonStrengths® Themes

Focus®	People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.
Futuristic®	People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.
Harmony®	People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
Ideation®	People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
Includer®	People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.
Individualization®	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
Input®	People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.
Intellection®	People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
Learner®	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
Maximizer®	People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
Positivity®	People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
Relator®	People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
Responsibility®	People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
Restorative™	People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
Self-Assurance®	People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.
Significance®	People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.
Strategic®	People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
Woo®	People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.