Afternoon Breakout Session Answers

- Complementary Strengths within same quadrant
- Inclusiveness & advancement of students
- Consistency in promoting diversity
- Bringing words into action
- Building teams with complementary strengths
- Taking responsibility to get involved with strategic planning
- Executers want to know what actions to take

- Process:
  o Story illustrates strengths
  o Hearing story influences action
  o Asking the questions brings ideas forth
  o Leads to a higher question of “How to Implement” ideas
  o Talking strengths highlights where to draw on others’ strengths

- Observations:
  o Influencers can maximize
  o Influencers can get stuck but can leverage others to keep moving
  o Can see “Big Picture” but must balance by being “Taught”
  o Recognize other types do things differently and help others maximize
  o Can focus on a manageable locus of control and still be influential
  o Resistant!

- Lessons from Exercise:
  o Was affirming
  o Dialogue highlights patterns of strengths
  o Single examples came hard to other members for some part. Because it is so organic
  o Collective goals were easy to spot in part’s stories

- Contributions
  o Futuristic – moves things forward by “What could be”
  o Translate ideas into reality
  o Seeing the big picture – “Tell the Story”
  o Learning needs, connecting with resources
  o Ideation – Brings disparate subjects together and building synergy
  o Maximizer – Maximize potential, educate, re: Strategic initiatives
  o Staff roles in achieving strategic goals
  o Develop ideas about how staff can be involved in strategic initiatives
  o “Bridge Builders” between staff contributions/abilities and others, faculty, administration, etc.
  o Thinking about various strategies, paths and communicating it to various stakeholders
  o Strategize ways to engage those who might not feel they have a stake
    ▪ Ask questions
    ▪ Build bridge
    ▪ Cross it
  o Find ways you can potentially influence culture change to be heard and involved
  o Mutually beneficial ways to make changes, sell it, and build on it
  o “Lead from where you are”
“Challenge yourself”