



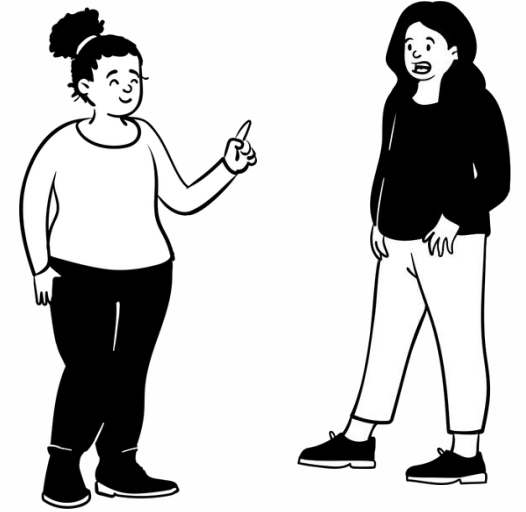
Strengths-Spotting:

Developing the Ability to Identify and Invest in Talents

Tori Pedersen

Input | Belief | Positivity | Empathy | Connectedness





What is Strengths-Based Mentoring?



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

-Don Clifton (1924-2003)



Most successful people share a common trait:

They understand their talents + they maximize them to achieve their full potential.



Talent vs. Strength

According to Gallup...

- Talent: A naturally reoccurring pattern of thought, feeling, or behavior that can be productively applied.
- Strength: The ability to produce a nearly perfect positive outcome in a specific task

Talent x **Investment** = Strength



What is Strengths-Based Mentoring?

- Focus on what is right with mentees
- Be a strengths spotter
- Encourage mentees to use their strengths
- Appreciate differences
- Lead with your own strengths



“Strengths-based education begins with educators discovering what they do best and developing and applying their strengths as they help students identify and apply their strengths...so that they can reach previously unattained levels of personal excellence.”

-Shane Lopez & Michelle Louis (2009)



Plan a party!



Some questions to consider...

- What kind of party?
- When will it be?
- Who will you invite? How will you invite them?
- Will you decorate? Have a theme?
- What will you eat?
- What will you do during the party?



Using A Strengths-Based Approach

- Be a strengths spotter!
- Use strengths language during monthly check-ins
- Encourage problem-solving through strengths



Be on the Lookout!

NAME

- Help mentors identify what their strengths are
- Point out what you see your mentors do well

CLAIM

- Call out mentors' strengths as you see them in action
- Ask mentors how their strengths show up with their mentees

AIM

- Discuss which strengths mentors can apply towards their relationship with their mentee



Let's Practice!

SARAH (MENTEE)

Sarah loves to be active. She plays 3 sports and loves to win, but also makes sure to always include everyone when they play games on the playground. Sarah's love of winning pushes her to coach up the people on her team so they can be their best.

JACKSON (MENTOR)

Jackson greets everyone he sees on his way to meet his mentee, from the secretary, to the principal, to the BC. During a check in with the BC, he shares that he loves learning what makes his mentee unique and wants his mentee to feel seen and valued.



Real Life Examples!

- I speak through my art. -Mentee (17yo)
- I am kind and competitive and silly -Mentee (12yo)
- I can help people and make sure they are okay –Mentee (10yo)
- I learned to believe in myself. I learned I am one of a kind. -Mentee (8yo)
- I'm really talented because she reminds of this all the time
-Mentee (10yo)



Takeaways:

- What stuck with you from today?
- What questions do you still have?

Be there.

TEAMMATES
MENTORING



Here to serve.

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GALLUP CERTIFIED
Strengths Coach

