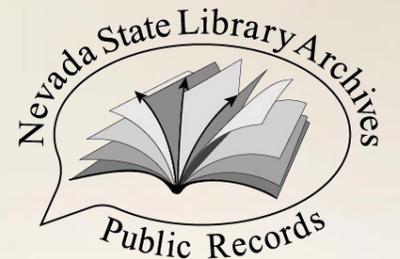


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Spring Webinar

June 21, 2016

10:00 am – 11:00 am



Agenda

- **School Partnerships Report**
- **Gallup Strengths Finder**
- **NLA Conference**
- **2017 NLLI**

School Partnership Reports

- These are 6 partnerships – thoughts on something to include for NLA (this is not inclusive)
 - Six Word Stories – Gaxiola
 - Reading and Math Buddies – Silverman-Montano
 - School District Outreach - Weinert
 - Database Training – Rickling
 - School District Partnership – Harrington
 - Home School Center – Giesecking
- No one has input anything since December, anything additional anyone would like to add.



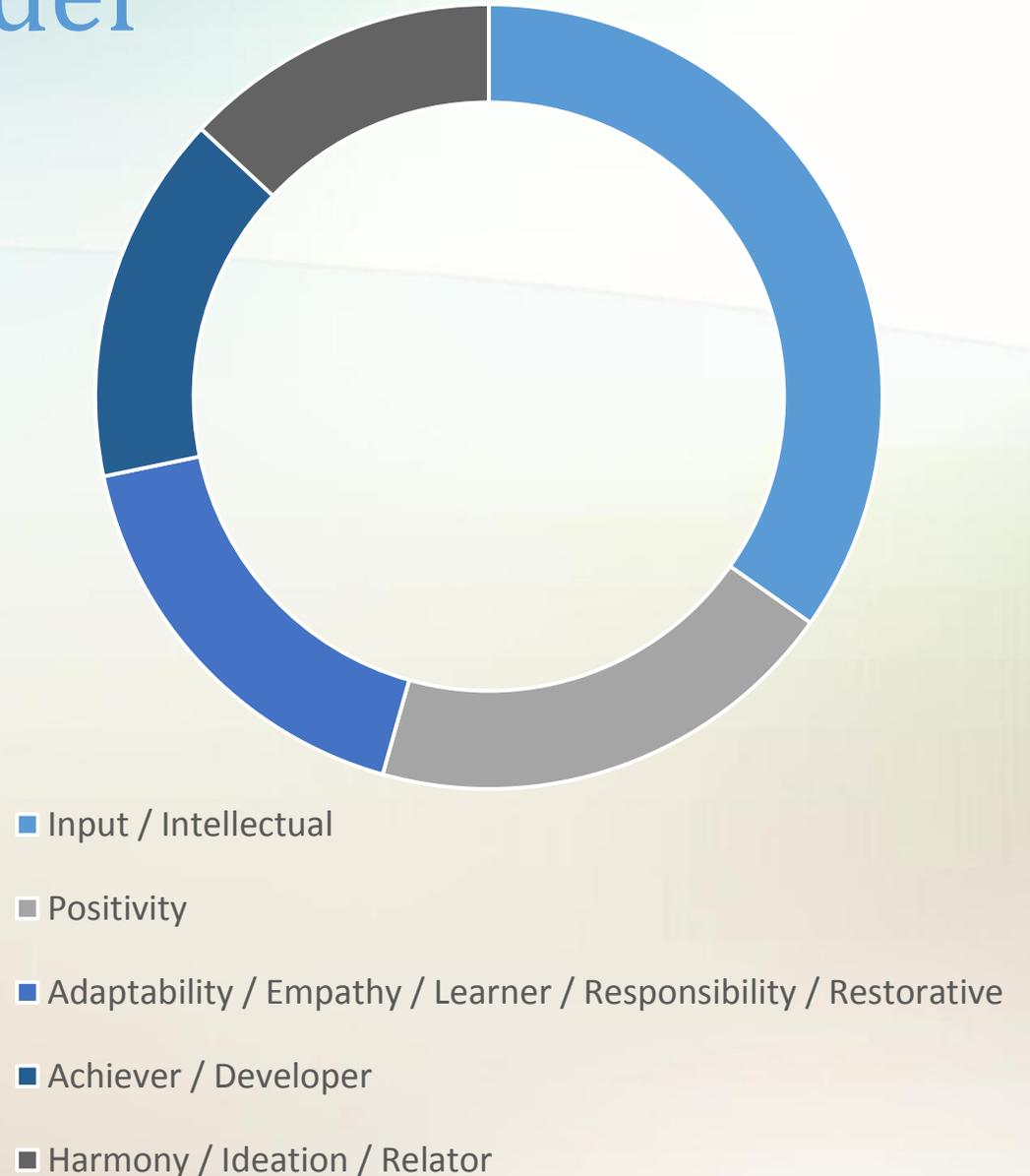
Gallup Strength Finder

- NSLAPR purchased 39 codes for access to the assessment
- 32 folks have completed the assessment



Gallup Strength Finder

1. Input / Intellection - 16
2. Positivity – 9
3. Adaptability / Empathy / Learner / Responsibility / Restorative - 8
4. Achiever / Developer - 7
5. Harmony / Ideation / Relator - 6



#1 Strengths (16 times each)

- Input

- **Strategic Thinking**

- People Exceptionally Talented in the input theme have a craving to know more. Often they like to collect and archive all kinds of information.

- Intellection

- **Strategic Thinking**

- People exceptionally talented in the intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

#2 Strength (9 times each)

- **Positivity**
 - **Relationship Building**
 - 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.

#3 Strengths (8 times each)

- Adaptability
 - Relationship Building
 - People exceptionally talented in the adaptability theme prefer to go with the flow. They tend to be the “now” people who take things as they come and discover the future one day at a time.
- Empathy
 - Relationship Building
 - People exceptionally talented in the empathy theme can sense other people’s feeling by imagining themselves in others’ lives or situations.
- Learner
 - Strategic Thinking
 - 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.
- Responsibility
 - Executing
 - 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
 - Executing
 - 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.

#4 Strengths (7 times each)

- Developer
 - Relationship Building
 - 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.
- Achiever
 - Executing
 - 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.

#5 Strengths (6 times each)

- Harmony
 - Relationship Building
 - People exceptionally talented in the harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
- Ideation
 - Strategic Thinking
 - People exceptionally talented in the ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
- Relator
 - Relationship Building
 - 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.

- Relationship Building - 53
 - Adaptability - 8
 - Connectedness - 4
 - Developer - 7
 - Empathy - 8
 - Harmony - 6
 - Includer - 1
 - Individualization - 4
 - Positivity - 9
 - Relator - 6

Those who lead through Relationship Building are the essential glue that holds a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, leaders with exceptional Relationship Building strength have the unique ability to create groups and organizations that are much greater than the sum of their parts.



- **Strategic Thinking - 46**

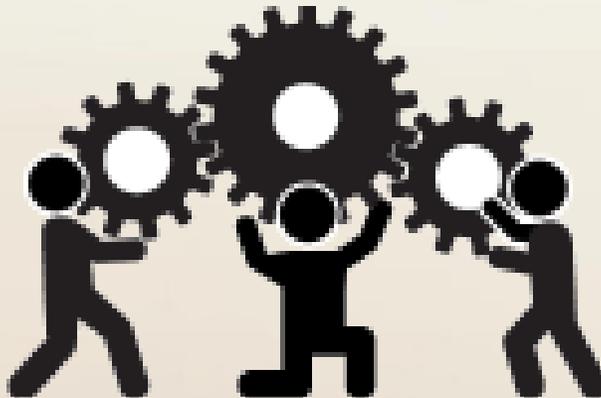
- Analytical - 1
- Context - 5
- Futuristic - 5
- Ideation - 6
- Intellectual - 16
- Learner - 8
- Strategic - 5

Leaders with great Strategic Thinking strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strength in this domain stretch our thinking for the future.



- Executing - 36
 - Achiever - 7
 - Arranger - 2
 - Belief - 3
 - Consistency - 4
 - Deliberative - 1
 - Discipline - 3
 - Focus - 0
 - Responsibility - 8
 - Restorative - 8

Leaders with dominant strength in the Executing domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done. Leaders with a strength to execute have the ability to “catch” an idea and make it a reality.



- Influencing - 15
 - Activator - 1
 - Command - 2
 - Communication - 1
 - Competition - 3
 - Maximizer - 3
 - Self-Assurance - 0
 - Significance - 2
 - Woo - 3

Those who lead by Influencing help their team reach a much broader audience. People with strength in this domain are always selling the team's ideas inside and outside the organization. When you need someone to take charge, speak up, and make sure your group is heard, look to someone with the strength to influence.



Strengths Findings

- Were these findings expected, or were they a surprise?
- The strengths that we don't see in the top 5:
 - Focus
 - Self Assurance
- From this, have any of you made strides to work on your strengths, build upon something to make it more of a talent?



NLA Conference Presentation

- Presentation for NLA
- Has been accepted
- Would like a panel of 4-5 to have the below focused discussions
- Include something about next year's institute



- School Partnerships
 - Examples of success
 - Steps of success
 - Failures
 - Basically a “best of the best” type presentation

- Gallup Strength Assessment
 - Discussion of top strengths
 - A couple of institute attendees to discuss what they learned about themselves, what they might be intending to do to improve.

Next Steps for NLA Presentation

- Confirmation of who would like to participate in the NLA presentation.
- Those of you who haven't taken your assessments, please do so immediately.
- Selection of some school programs to highlight, 2-3 projects.
- Schedule some online meetings to discuss the presentation, PowerPoint, etc..



Next Institute - 2017 NLLI

- Location:
 - Carson City or Reno
- January / February
- Topics
 - Project Management
 - Personnel Management
 - Data Visualization





thank you!