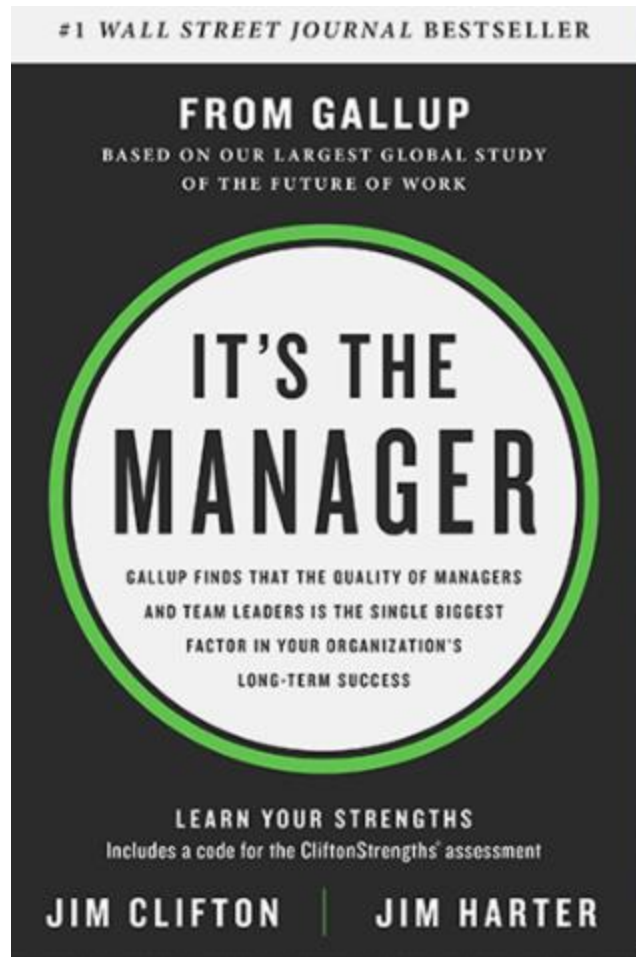


# Leading Remotely: Leveraging Strengths and Setting Boundaries

Part 2

JerLene Mosley  
[jerlene\\_mosley@gallup.com](mailto:jerlene_mosley@gallup.com)



# Challenges of Managing Remotely

Individualization



Communication



Accountability

Individualizing starts with **you** listening to each employee and adjusting **your management style** to their innate traits, needs and goals to enable them to deliver their best performance.

Each employee will know that you heard them, that you understand, and that they have the **opportunity** to do what they do best every day.



## ESTABLISH EXPECTATIONS

### Listening Enables Managers to Individualize

#### Individualize to **STRENGTHS**

Adjust the conversation — discuss how the employee can apply their talents and strengths to help them succeed in their role.

#### Individualize to **ENGAGEMENT**

Adjust the conversation — discuss the employee's "engagement builders" and "engagement barriers."

#### Individualize to **PERFORMANCE**

Adjust the conversation — discuss how to meet the contextual circumstances and help the employee achieve goals.

## CONTINUALLY COACH

### Feedback From Manager

How often do you receive feedback from your manager?	My manager provides meaningful feedback to me.*	My performance is managed in a way that motivates outstanding work.*	Percentage who are engaged
Daily	36%	29%	47%
A few times a week	31%	25%	39%
A few times a month	22%	19%	37%
A few times a year	13%	12%	27%
Once a year or less	6%	8%	15%

GALLUP ANALYTICS

\*Percentage who strongly agree

## Continually Coach: Guidance for Managers

- How often should you and I get together to discuss how things are going?
- What are you most proud of from this school year?
- What is a new habit you have adopted that you hope to keep going?
- Who keeps you inspired?





# STRENGTHS-BASED

- You get the **best** of me when...
- My **unique contribution** is...
- You can **count on me** to...
- This is what I **need from you**...

GALLUP®



# Boost Performance by Tapping Into What You and Your Employees Do Best

Talent **x**

*natural capacity for excellence*

Investment

*time spent practicing, developing skills  
and building a knowledge base*

= Strength

*the ability to consistently provide  
near-perfect performance*

YOUR ABILITY TO ACHIEVE

**EXCELLENCE** DEPENDS ON

THE EXTENT TO WHICH YOU

**INTENTIONALLY BUILD** YOUR

TALENTS INTO STRENGTHS.

# Empowering People through Strengths: CliftonStrengths

23,213,410

People worldwide have discovered their strengths, with this number growing everyday



The 30-minute online CliftonStrengths assessment analyzes instinctive reactions to 177 sets of paired statements, measuring a person's natural talents within 34 themes

People who know and use their CliftonStrengths are:

**6x**

as likely to be engaged at work

**7.8%**

more productive in their role

**3x**

as likely to have an excellent quality of life

**6x**

as likely to do what they do best everyday

CliftonStrengths by the numbers:

**1 in 33 million**

likelihood of having top 5 strengths in same order as another individual

**5,000+**

certified strengths coaches globally

**2,000+**

Organizations utilize CliftonStrengths

**450+**

Fortune 500 companies utilize CliftonStrengths<sup>1</sup>



# CliftonStrengths® Measures the Presence of Talent in 34 Themes

Themes are a starting point for naming your talents and talking about them with others.

Achiever  
Activator  
Adaptability  
Analytical  
Arranger  
Belief  
Command  
Communication  
Competition

Connectedness  
Consistency  
Context  
Deliberative  
Developer  
Discipline  
Empathy  
Focus  
Futuristic

Harmony  
Ideation  
Includer  
Individualization  
Input  
Intellection  
Learner  
Maximizer

Positivity  
Relator  
Responsibility  
Restorative  
Self-Assurance  
Significance  
Strategic  
Woo

Human behavior is predictable.  
Work WITH talent to bring hope.

# We can predict our responses to disruption

**Talent** = A recurring pattern of thought feeling or behavior that can be productively applied.

Our talents create a filter for how we respond to disruption...



# Consider our predictive talents in action

## Activator

- Quick to implement ideas
- Likely will say “what’s next?”
- Influences others to move forward with them

## Deliberative

- Evaluates all possibilities
- Identifies risk in the circumstance
- Can help others see how to manage risk



# Application activity

*Based on your own Strengths...*

What do you **NEED** in navigating change?  
What do you **BRING** to navigating change?

# Strengths **Develop** in Response to Others



The more you do what you do best, the more hopeful you are.

Don Clifton



## QUESTIONS & DISCUSSION

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