Leading Remotely: Leveraging Strengths and Setting Boundaries

Part 2

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FROM GALLUP
BASED ON OUR LARGEST GLOBAL STUDY OF THE FUTURE OF WORK

IT’S THE MANAGER
GALLUP FINDS THAT THE QUALITY OF MANAGERS AND TEAM LEADERS IS THE SINGLE BIGGEST FACTOR IN YOUR ORGANIZATION’S LONG-TERM SUCCESS

LEARN YOUR STRENGTHS
Includes a code for the CliftonStrengths assessment

JIM CLIFTON | JIM HARTER
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.
Feedback From Manager

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

*Percentage who strongly agree

GALLUP ANALYTICS
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…
Boost Performance by Tapping Into What You and Your Employees Do Best

Talent \( \times \) 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.
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
- **2,000+** Organizations utilize CliftonStrengths
- **5,000+** certified strengths coaches globally
- **450+** Fortune 500 companies utilize CliftonStrengths

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CliftonStrengths® Measures the Presence of Talent in 34 Themes

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

<table>
<thead>
<tr>
<th>Achiever</th>
<th>Connectedness</th>
<th>Harmony</th>
<th>Positivity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activator</td>
<td>Consistency</td>
<td>Ideation</td>
<td>Relator</td>
</tr>
<tr>
<td>Adaptability</td>
<td>Context</td>
<td>Includer</td>
<td>Responsibility</td>
</tr>
<tr>
<td>Analytical</td>
<td>Deliberative</td>
<td>Individualization</td>
<td>Restorative</td>
</tr>
<tr>
<td>Arranger</td>
<td>Developer</td>
<td>Input</td>
<td>Self-Assurance</td>
</tr>
<tr>
<td>Belief</td>
<td>Discipline</td>
<td>Intellection</td>
<td>Significance</td>
</tr>
<tr>
<td>Command</td>
<td>Empathy</td>
<td>Learner</td>
<td>Strategic</td>
</tr>
<tr>
<td>Communication</td>
<td>Focus</td>
<td>Maximizer</td>
<td>Woo</td>
</tr>
<tr>
<td>Competition</td>
<td>Futuristic</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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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