

Supporting Educators in the Age of Covid

JerLene Mosley | Senior Education Consultant
Individualization | Communication | Activator | Positivity | Woo

A woman with short dark hair, wearing a dark brown ribbed sweater, is smiling and looking at a laptop screen. She is sitting at a desk in a warm, dimly lit room with a white mug in the foreground and a potted plant in the background. The text 'The Needs of Followers' is overlaid on the image in a large, white, serif font.

The Needs of Followers

TRUST

COMPASSION

STABILITY

HOPE



Donald O. Clifton,
Father of Strengths
Psychology
and Inventor of
CliftonStrengths

(1924-2003)

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

A close-up photograph of a person's hands typing on a laptop keyboard. The hands are positioned over the keyboard, with fingers pressing down on keys. A semi-transparent green circle is overlaid on the image, centered over the keyboard. Inside this circle, the word "HOPE" is written in white, uppercase letters. Below the word, there is a short horizontal green line.

HOPE



HOPE

is both a noun and a verb

“Hope comes into its own when
crisis looms, opening us to new
creative possibilities.”

— BARBARA FREDRICKSON

“[Hope is] the belief that the future will be better than the present, along with the belief that you have the power to make it so.”

— SHANE LOPEZ

What Do We Mean by “Hope?”

Hope happens when you have ideas and energy to achieve future goals.

• GOALS

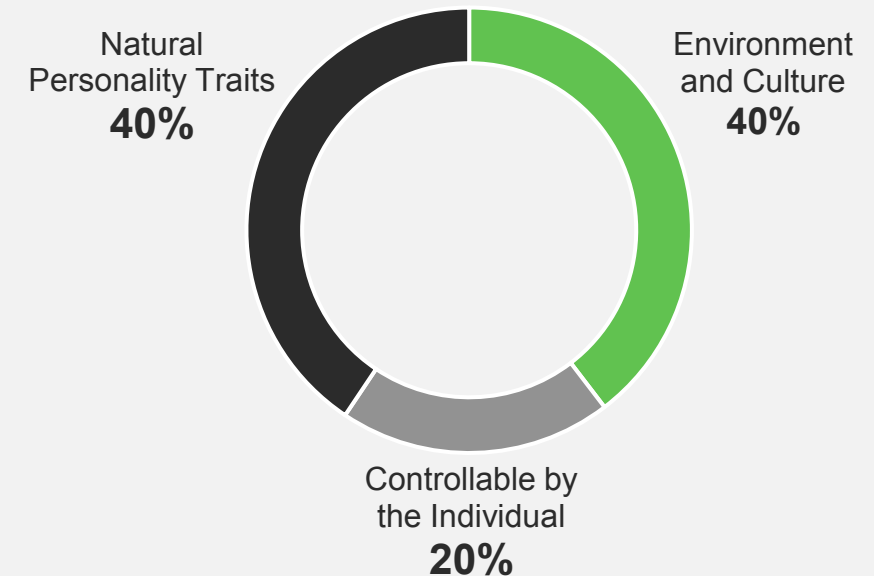
- Hope is built from the goals that matter most to us – the ones we come back to time and time again.
- What are our desires and wishes for the future? Do we make these specific and meaningful?

• AGENCY

- We take responsibility for moving towards our goals.
- How do we get from here to there? How do each of us contribute to the strategy?

• PATHWAYS

- We identify multiple routes to our goals.
- How do we engage and motivate our humans (with all of their unique pathways) to carry us forward? How do we keep equipping (and valuing) their problem-solving potential?



Goals/Re-Goaling

- ✓ Circumstances have changed.
- ✓ Accept the change.
- ✓ Re-evaluate what is possible now.



Energy

- ✓ Have frequent check-Ins.
- ✓ Seek to understand what is challenging them in the moment.
- ✓ “Preserve and recruit” extra agencywho are the most hopeful among us? How do we multiply that?



Ideas



Discuss how work is being done in this new environment and how they are still making a difference for students/staff/families.

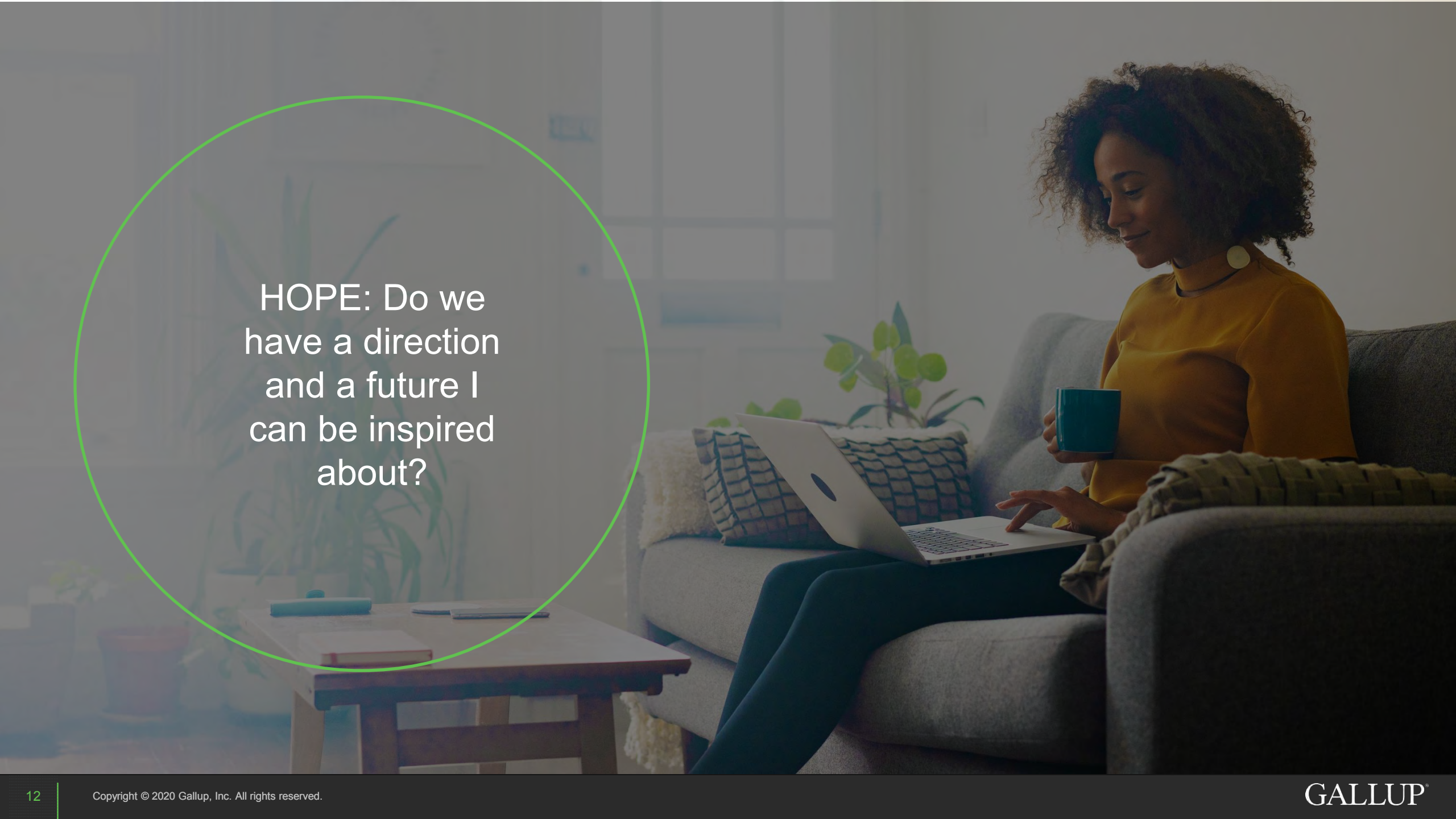


What are the micro-moments of joy that are happening all around you? Share yours. Ask about that with others.



How is each employee contributing in a valuable way? Do **they** know we know that? What has stayed the same to emphasize about this mission-driven work?






HOPE: Do we
have a direction
and a future I
can be inspired
about?

Inspire Others

Encourage others using positivity, foresight, confidence, questioning and recognition.

A group of people are shown in silhouette, high-fiving each other against a bright, glowing sunset. The sun is low on the horizon, creating a strong lens flare and illuminating the scene with a warm, golden light. The people's hands are raised in the center, with fingers spread, capturing a moment of celebration and teamwork. The background shows the faint outlines of buildings and a clear sky.

Hearing a team member tell you that they appreciate and value one of your strengths is energizing and inspiring.

Write a note or a text right now to someone you know in your school or on your team...

Describe the behavior, attitude, or moment you could multiply and why you are grateful....



The trick is not to *provide* hope.

You must *create* hope through
meaningful conversations.


Ask Questions That Build a Hopeful Future

- What gives you hope **right now**?
- What are you **unsure about** in the future regarding work, and how could I help you feel **more confident** about it?
- What would you like to do more of that would play to your **strengths**?
- How does your work connect to the **mission or purpose** of our organization?

“Humans are made for collaborating”

we like music.....we eat.....we laugh...



A wide-angle photograph of a modern, curved office space. The room features a curved wall of large windows with dark frames, offering a view of a city skyline. The floor is a light-colored, polished material. The ceiling is white with recessed lighting. The overall atmosphere is bright and professional.

What is something that
always works with your
staff to keep them hopeful
and inspired?

Be prepared to share....

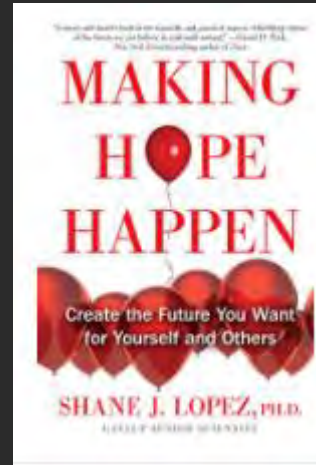
One thing you are grateful for.....

One thing you are doing better than before.....

A person or event that keeps you inspired....

Further Information

- ▶ *Gallup Business Journal* interview with Shane Lopez:
<https://news.gallup.com/businessjournal/160718/bottom-line-benefits-hope.aspx>
- ▶ *Called to Coach* interview with Shane Lopez:
<https://www.gallup.com/cliftonstrengths/en/251522/cliftonstrengths-drives-hope-workplace-engagement.aspx>





QUESTIONS & ANSWERS

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

Copyright Standards

This document contains proprietary research, copyrighted materials and literary property of Gallup, Inc. It is for the guidance of your organization only and is not to be copied, quoted, published or divulged to others outside your organization. All of Gallup, Inc.'s content is protected by copyright. Neither the client nor the participants shall copy, modify, resell, reuse or distribute the program materials beyond the scope of what is agreed upon in writing by Gallup, Inc. Any violation of this Agreement shall be considered a breach of contract and misuse of Gallup, Inc.'s intellectual property.

This document is of great value to Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

No changes may be made to this document without the express written permission of Gallup, Inc.

Gallup® is a trademark of Gallup, Inc. All rights reserved. All other trademarks and copyrights are property of their respective owners.