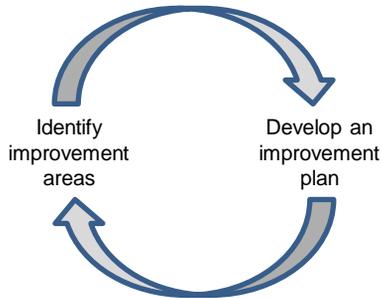# The Strengths-Based Coaching Approach

Conventional Approach to Personal Development

Maintain each person's strengths and work on fixing weaknesses.

Identify improvement areas → Develop an improvement plan

- Most, if not all, behaviors can be learned.
- The best in a role display the same behaviors.
- Weakness fixing leads to success.

Strengths-Based Approach to Personal Development

Focus on each person's strengths and manage around weaknesses.

Identify talents → Develop strengths
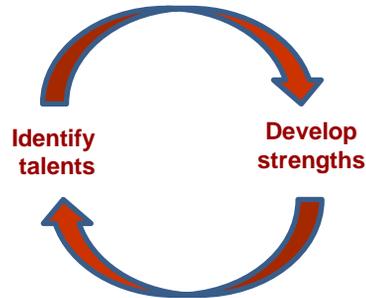
- Only some behaviors can be learned (skills, knowledge).
- The best in a role deliver the same outcomes using different behaviors.
- Weakness fixing prevents failure, strengths building leads to success.

STRENGTHS INTEGRITY
To gain awareness and appreciation of who I am

❑ **Session 1 (Self-Awareness)**
- Clarify the strengths-based philosophy and approach
- Focus on you : Talents that specifically resonate
- Challenges and barriers
- Identify specific performance-based goal for coaching.

STRENGTHS INTEGRATION
To explore what makes me unique

❑ **Session 2 (Self-Expression)**
- Explore talent theme dynamics
- Discovering the five clues to talents
- See a clear connection between dominant themes and behavior
- Consider how talents affect interactions with others
- Explore the interplay of the four leadership domains.

STRENGTHS INNOVATION
To find creative alternatives for using my talents

❑ **Session 3 (Self-Regulation)**
- Set specific theme intervention action steps
- Improved performance outcome : How does it look like?
- Developing the interdependent team
- Managing weaknesses, avoid fatal flaws
- Conclude with the individual development plan.

STRENGTHS LEADERSHIP
To lead and influence others

❑ **Customizable Sessions (Self-Investment)**
- The four keys to great management (identify talent, setting expectations, motivating, developing)
- Coaching strengths-based teams
- Creating a strengths-based team culture
- Developing stronger employee engagement
- Alignment of career and personal goals (values and purpose).

"The voyage of discovery lies not in finding new landscapes, but in having new eyes."

- Marcel Proust