

## **Play to Your Strengths**

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## **Scouting Report**

(Please check only one statement)

Coaches should primarily help you to work on and improve on your weaknesses.

Coaches should primarily help you to work on and improve on your strengths.

Coaches should help you to maintain your strengths while improving on your weaknesses.

(Please pick the one philosophy that best describes you as a coach.)

I design an offense based on my coaching strengths.

I design an offense based on my player's strengths.

I design an offense based on what will work versus my opponents.

## **Are we business managers or are we 'real' coaches?**

Managers/Directors: Look Inward. (day to day tasks)

CEO's: Look Outward. (the vision thing)

Real Coaches: Do Both!

## **The Truth About Talent**

1. Each person's talents are enduring and unique.
2. Each person's greatest room for growth is in the areas of their strengths.
3. Talent void of the right attitude is called 'potential'.

## **Two Flawed Cultural Myths...**

1. A person can learn to be competent in almost anything.
2. A person's greatest areas for growth are in his/her areas of greatest weaknesses.

## **Can you help me to better define my talents?**

### **Let's be clear...**

1. A weakness is any activity that makes you feel as if times slows down and makes you tired or weaker. It feels like boredom.
2. A strength/talent is any activity that makes you feel stronger and as if time flies by. It feels like focus.

### **Let's be clear...**

1. You can improve on your weaknesses but as you do you go from stink to survival on the improvement chart?
2. You will reap greater rewards by focusing on your strengths for greater success as you can go from good to successful.

### **Let's be clear...**

- Write down WEAK and list two activities that you did over the last week that made you feel weaker or bored. (see example)
- Write down STRENGTH and list two activities that you did over the last week that made you feel stronger and focused. (see example)

## **My weakness statements...examples.**

- I feel drained and/or bored when I work with tedious financial figures or engineering drawings.
- I feel drained and/or bored when I have to sit in on long meetings that lack direction.

## **My strength statements...**

- I feel strong and energized when I am speaking in front of an audience.
- I feel strong and energized when I play baseball with Robby.
- I feel strong and energized when I am prepared and ready for a broadcast.

### **Let's explore why that strength is so compelling...**

I feel strong and energized when I am speaking in front of an audience.

- Why? I work with people to help them to gain more value in their personal and professional lives! That is a great feeling!

I feel strong and energized when I play baseball with Robby.

- Why? I see Robby's enthusiasm for sports which I can share with him as a Father. That is a great feeling!

I feel strong and energized when I am prepared and ready for a broadcast.

- Why? I feel a rush when I am prepared and a game situation comes along where I can use my preparation and expertise to educate the average fan. That is a great feeling!

### **My Recurring Talent Themes...**

- "help them to gain more value..."
- "I can share with him..."
- "to educate the average fan..."

### **As a COACH...**

1. We need to know in what areas (talents) where we can best rely on you to deliver successful results.
2. We need you to perform those tasks best suited to your individual talents perfectly over and over and over again.

### **A Few Coaching Qualities to Look For...**

- A Coach is more like a shepherd than a general.
- A Coach creates an environment of roving leadership.
- A Coach always says thank you to his/her team by giving them all of the credit for success.
- A Coach knows that team meetings do not count as coaching!
- A Coach is constantly looking for and evaluating talent!

### **Two Book Suggestions:**

- "Strengthfinders 2.0" By Tom Rath
- "Now, Discover Your Strengths" By Marcus Buckingham

### **What are my talents that best position me for success?**

Maximizer: I focus on strengths as a way to stimulate personal growth and group excellence. I seek to transform something strong into something superb.

Arranger: I organize but am flexible. I try to figure out how all of the people and resources can be best used for team success.

Activator: I make things happen by prioritizing. I am impatient and my strength is putting thoughts into action.

Focus: I can take direction and get satisfaction by following through. I prioritize then act!

Belief: I have certain core values that do not change. My values define my purpose in life!

### **What are the 5 most common recruiting questions?**

1. Can I play right away?
2. Can I go to the next level?
3. What kind of facilities do you have?
4. Do I trust and like you?
5. What is your level of competition?

How do these questions apply to your business?

### **6 Basics to Recruiting Like a Real Coach**

1. Internally define the specific need.
2. Select candidates based on specific talents not qualifications.
3. Focus on strengths when evaluating candidates.
4. Fit is more important than qualifications.
5. Network your tail off!
6. Recruiting is a team thing not a HR thing!

## **17 Interview Questions That Help Find Talents**

1. How closely do you think people should be supervised?
2. **What do you think are the most enjoyable aspects of serving a customer?**
3. What if anything what do you like about sales?
4. **Tell me about a time when you really felt successful?**
5. Tell me about a professional experience when you really felt uncomfortable in your role?
6. **Where and/or with whom do you get your greatest personal satisfaction?**
7. What job experiences have brought you the most intrinsic satisfaction?
8. How do you feel when someone doubts what you say? (Good sales question)
9. **What have you enjoyed most about your previous jobs? What brought you here?**
10. What do you think your strengths are?
11. What are your future career goals? Timelines, actual quantifiable results, etc.
12. How often would you like to meet with me to review your progress?
13. Will you tell me how you are feeling or will I need to ask?
14. Are there any important personal goals or activities that you might want to share with me?
15. **What is the best praise you ever received? How did that make you feel?**
16. **Who have been your mentors and what did you learn from them?**
17. Is there anything else you might want to talk about that will help us work better together?

## **The Truths About Motivation**

1. Players will play for coaches who recognize their talent and put them in successful situations over and over again.
2. Players need to know your clear expectations. Define success.
3. Invest time in developing your player's talents and they will be loyal when you need them the most.
4. Let them fail but never allow them to accept failure.

## **What are the 'Why', 'Who', 'What' and 'How' questions we should be asking as coaches?**

1. Why do you like that idea, that person, that show, that feeling?
2. Who do you like to work with? Who makes you feel talented? Who motivates you? Who makes you feel comfortable? Who makes you feel like a contributing member of the team?
3. What are your talents? What makes you feel empowered? What makes you feel successful? What do you like to do? What do you like about that?
4. How does that make you feel? How do you do that? How can we improve this process?

## **How can I best prepare as a coach for success in my professional and personal life?**

### **A Career Best Effort Strategy to Consider!**

What are the simple tasks you can do on a more regular basis to create a better life for you and your family.

### **My Career Best Effort Strategy- Personal**

**I tell my wife I love her at least 2X/day = 14X/wk!**

(1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14)

**I tell my wife how attractive she is at least 1X/day! 7X/wk**

(1) (2) (3) (4) (5) (6) (7)

**Judy and I go out on a date together 1X each month!**

Date Time and Place: \_\_\_\_\_

**I tell my sons I love them at least 2X/day! 14X/wk!**

(1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14)

**I tell my sons I am proud of them at least 1X/day (1)**

(1) (2) (3) (4) (5) (6) (7)

**I spend a minimum of one hour/wk alone with each son!**

Patrick ( ) Jimmy ( ) Robby ( )

### **My Career Best Effort Strategy- Professional**

**I make 5 calls or e-mails/day to generate new business!**

(1) (2) (3) (4) (5)

**I read three articles/week for professional growth!**

(1) (2) (3)

**I send 10 personal notes/week!**

(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)

**I prepare all game notes and presentations at least 72 hours in advance!**

(1)

**I exercise 30minutes a minimum of 3X/week!**

( 1) ( 2) (3 )

### **There's No "I" in Team???**

(In a Gallup poll survey conducted over decades. Millions of American workers were asked to identify what were the most important considerations when determining how they viewed and enjoyed their jobs. The following list are the results of that survey:)

- 1.Do I know what is expected of me?
- 2.Do I have the materials and equipment I need to do my work?
- 3.At work, do I have the opportunity to do what I do best everyday?
- 4.In the last 7 days have I received recognition or praise for doing good work?
- 5.Does my supervisor or someone at work, seem to care about me as a person?
- 6.Is there someone at work who encourages my development?
- 7.At work, do my opinions seem to count?
- 8.Does the mission/purpose of my company make me feel that my job is important?
- 9.Are my co-workers committed to doing quality work?
- 10.Do I have a best friend at work?
- 11.In the last 6 months has someone at work talked to me about my progress?
- 12.This last year, have I had opportunities at work to learn and grow?

### **The Five P's of a Strength Based Life:**

**Projects:** Actively look for projects that will allow you to capitalize on your talents.

**People:** Actively look for and surround yourself with people who recognize your strengths and know how to use them.

**Personal Opportunities:** Actively pursue opportunities that will put you in position to use your talents to help family and friends.

**Professional Opportunities:** Actively pursue opportunities that will put you in position to use your talents to help family and friends.

**Private Time:** Actively pursue private time for education, and research as well as practice and execution of your strengths.