Welcome! Thank you for joining!

UPCOMING WEBINARS

• Understanding Your Employee Assistance Program (EAP) Resources, presented by James Hunter, EAP Director – April 28, 2:00-2:30pm

• The Secret Language of Your Workplace: Understanding Key Concepts in Higher Education, presented by Alan Toigo, Sr. Human Resources Consultant, University of Missouri-Columbia - April 30, 2 p.m.

Register Here: https://www.umsystem.edu/ums/hr/tmr/learning-recommendations-demand-and-webinars

Questions? Email learningdevelopment@umsystem.edu
Managing your Energy in a Time of Stress
Strengths-Based Perspective

- You have a group of talents within you.
- Your greatest talents hold the key to high achievement, success, and progress to levels of personal excellence.
- Becoming aware of talents builds confidence/provides a basis for achievement.
- Learning how to develop and apply strengths will improve your levels of achievement.
- Each of your talents can be applied in many areas including relationships, learning, and leadership.
They build their lives upon their greatest talents so that they feel engaged and successful more of the time.

They manage their weaknesses by working with other people’s strengths in collaboration.

They invent ways to take their talents into areas where they want to improve and increase performance.
Weakness Fixing vs Strengths Building
Parker Palmer,
Let Your Life Speak

“Despite the American myth, I cannot be or do whatever I desire – a truism, to be sure, but a truism we often defy.

Our created natures make us like organisms in an ecosystem:

There are some roles and relationships in which we thrive and others in which we [do not].”
When People think of Ellen:

- Empathetic
  - “Be Kind to one another”
- Generous to her audience and communities

When People think of Colbert:

- Sarcastic
  - ‘Smart Humor’
- Edgy, but not ‘HBO edgy’

When People think of Jimmy:

- Goofy
  - “I bet he is the same in person as he is on the show”
  - Slapstick kind of humor
An important distinction!

What we aren’t talking about:

Trying to be the most productive employee possible during a global pandemic, where concerns about health, family, finances, community, the future, are never far away!

What we are talking about:

Setting ourselves up, each day, to be as engaged as we can be – seeking engagement as a reward for taking action that recognizes what we do best!
How do I know what my strengths are?

These feelings or actions may be tell-tale signs

• Activities you look forward to doing
• Activities that make you feel inquisitive
• Time flies by while you do them
• Activities that bring you satisfaction

• Activities you learn quickly
• Activities you want to do again
• You experience moments of excellence
• Activities that give you energy
“Our strength grows out of our weakness.”
– Ralph Waldo Emerson
Identify your weaknesses
Break things down in small steps.
Focus on 1-day at a time, 1-task at a time.
Celebrate each success!
What do you identify as your weaknesses?
What weaknesses are you trying to suppress?
Are they keeping you from starting something new, from pursuing a dream?
Process

01 Examine your weaknesses

02 Determine your strengths

03 Convert weakness to strengths
WEAKNESSES
Not a public speaker
Report writing
Unorganized
Technology challenged
Limited time

STRENGTHS
Intimate communication
Do a presentation
Simplify
Go low-tech, gain skill
Be selective
Weaknesses present unrealized fears!
Putting Strengths to Work

Daily Habits

*Moments of Renewal*

Under Stress

*Change Your Lens*
Daily Habits
Moments of Renewal

1. SWEET SPOT ACTIVITIES
   Identify “Sweet Spot” Activities based on your Strengths. Build them into your daily schedule.

2. VALUES-BASED ACTIVITIES
   Prioritize activities that support your personal values.

3. APPRECIATION
   Find time to actively appreciate other people’s strengths, contributions, and achievements.

### MONDAY, April 27

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>7:00 am</td>
<td>Connect with Team on Goals for the Week</td>
</tr>
<tr>
<td>8:00 am</td>
<td>Eat Lunch with my Family</td>
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<tr>
<td>9:00 am</td>
<td>Thank Paul for Sharing a Resource</td>
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<tr>
<td>10:00 am</td>
<td>Read an article about University’s Mission</td>
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<tr>
<td>11:00 am</td>
<td>Acknowledge Paula for Encouraging Innovation</td>
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<tr>
<td>12:00 pm</td>
<td>Volunteer in the Community</td>
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<tr>
<td>1:00 pm</td>
<td>Get Plenty of Sleep!</td>
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Under Stress
“How are my strengths informing my perspective, actions, and words?”

In Conflict
“Given the other person’s strengths, what are they likely prioritizing?”

Overall
“How will I likely view this situation 6 months from now?”
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