

# 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](mailto: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.**

# Three things people using a Strengths-Based Perspective do



**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].”**



## Ellen DeGeneres



**When People think of Ellen:**

**Empathetic**

**“Be Kind to one another”**

**Generous to her audience  
and communities**

## Stephen Colbert



**When People think of Colbert:**

**Sarcastic**

**‘Smart Humor’**

**Edgy, but not ‘HBO edgy’**

## Jimmy Fallon



**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

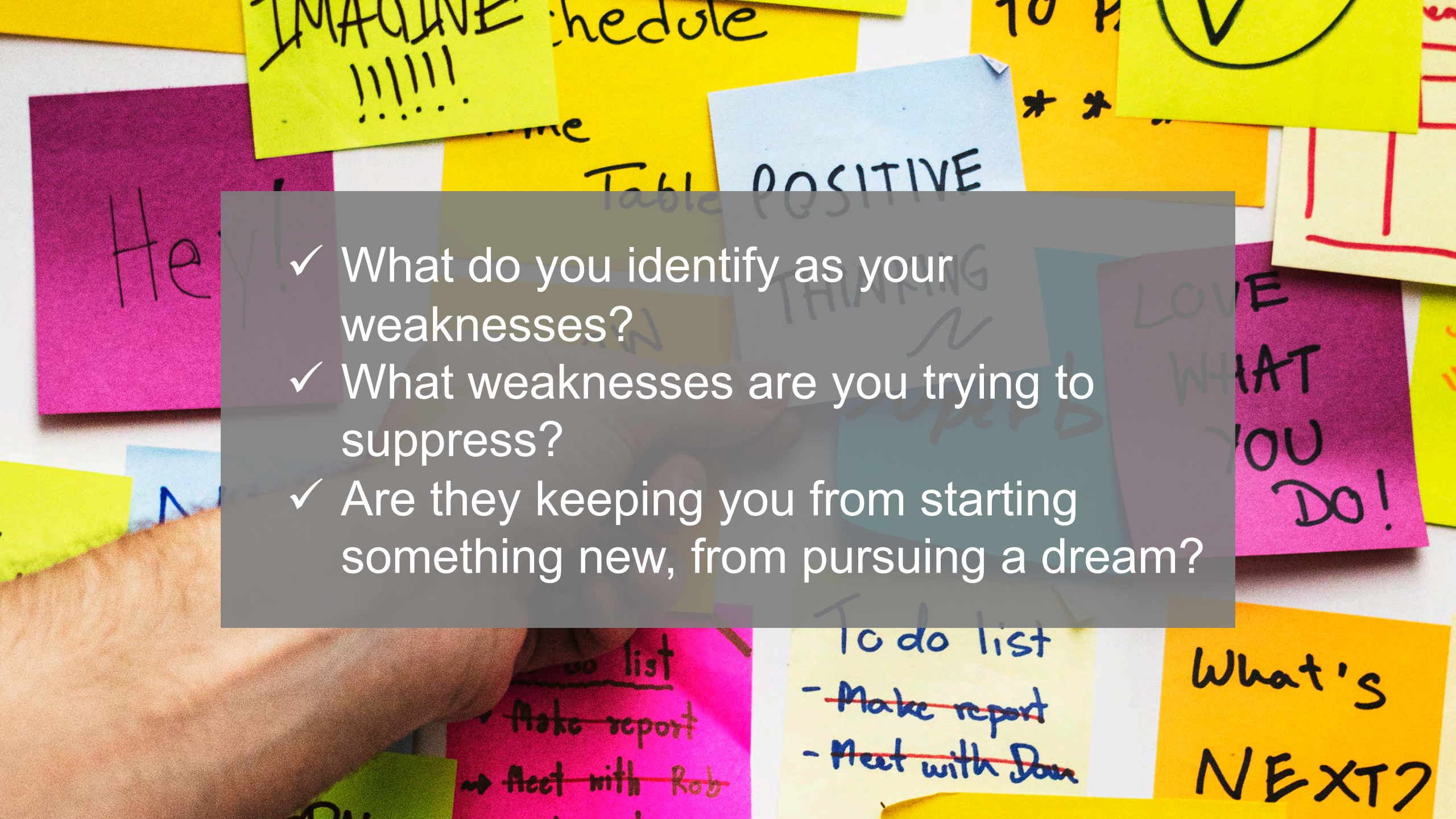
“Our strength grows  
out of our  
weakness.”

– Ralph Waldo Emerson

# Identify your weaknesses



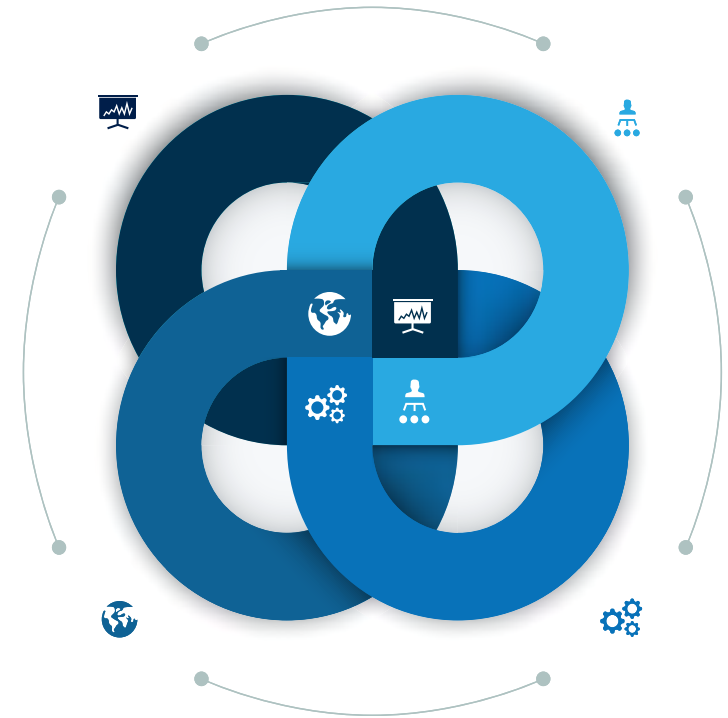
- 
- ✓ Break things down in small steps.
  - ✓ Focus on 1-day at a time, 1-task at a time.
  - ✓ Celebrate each success!

- 
- ✓ 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**





Weakness → Strength

## CONVERTOR

### WEAKNESSES

Not a public speaker

Report writing

Unorganized

Technology challenged

Limited time

### STRENGTHS

Intimate communicate

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	
7:00 am	
8:00 am	Connect with Team on Goals for the Week
9:00 am	
10:00 am	
11:00 am	
12:00 pm	Eat Lunch with my Family
1:00 pm	Thank Paul for Sharing a Resource
2:00 pm	
3:00 pm	Read an article about University’s Mission
4:00 pm	Acknowledge Paula for Encouraging Innovation
5:00 pm	
6:00 pm	Volunteer in the Community
7:00 pm	
8:00 pm	
9:00 pm	Get Plenty of Sleep!

***Change  
Your  
Lens***



**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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