

**STRENGTHS** BASED CULTURE

# STRENGTHS FINDER RECOGNITION CARDS

ACCORDING TO GALLUP, TEAMS THAT FOCUS ON STRENGTHS EVERY DAY HAVE 12.5% GREATER PRODUCTIVITY. THEIR RESEARCH ALSO SHOWS THAT EMPLOYEES WHO RECEIVE STRENGTHS FEEDBACK FROM THEIR MANAGERS HAVE TURNOVER RATES THAT ARE 14.9% LOWER THAN STATS FOR EMPLOYEES WHO DO NOT. YET SADLY, THEY FIND THAT 65% OF AMERICANS REPORTED RECEIVING ZERO RECOGNITION FOR GOOD WORK IN THE LAST YEAR. USE THESE RECOGNITION CARDS TO TURN THAT BAD HABIT AROUND.

**LEAD  
THROUGH  
STRENGTHS**

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request a topic at [lisa@leadthroughstrengths.com](mailto:lisa@leadthroughstrengths.com)

**"I RARELY SEE WHAT  
HAS BEEN DONE. I  
SEE WHAT REMAINS  
TO BE DONE"**

MARIE CURIE, CHEMIST

**ACHIEVER**

**LEAD  
THROUGH  
STRENGTHS**

**"THE SECRET TO  
GETTING AHEAD IS  
GETTING STARTED"**

- UNKNOWN

**"THE BEST THING  
ABOUT THE FUTURE  
IS THAT IT COMES  
ONLY ONE DAY AT A  
TIME"**

- ABRAHAM LINCOLN

**LEAD  
THROUGH  
STRENGTHS**

**ADAPTABILITY**

**"EVERYTHING  
SHOULD BE MADE AS  
SIMPLE AS POSSIBLE,  
BUT NOT SIMPLER"**

- ALBERT EINSTEIN, PHYSICIST

**LEAD  
THROUGH  
STRENGTHS**

**ANALYTICAL**

# ARRANGER

**"TONES WILL SOUND  
AND ROAR AND THEN  
STORM ABOUT ME  
UNTIL I HAVE THEM  
SET DOWN IN NOTES"**

- LUDWIG VAN BEETHOVEN, COMPOSER

**LEAD  
THROUGH  
STRENGTHS**

**"THE MAN WHO  
FIGHTS FOR HIS  
IDEALS IS THE MAN  
WHO IS ALIVE"**

- MIGUEL DE CERVANTES, WRITER

**BELIEF**

**LEAD  
THROUGH  
STRENGTHS**

**"THERE IS RISK YOU  
CANNOT AFFORD TO  
TAKE, AND THERE IS  
RISK YOU CANNOT  
AFFORD TO NOT TAKE"**

PETER DRUCKER, ORGANIZATIONAL BEHAVIORIST

**"GOOD COMMUNICATON  
IS AS STIMULATING AS  
BLACK COFFEE, AND  
MAKES IT JUST AS HARD  
TO SLEEP"**

ANNE MORROW LINDBERGH, AUTHOR

**"WHEN YOU WIN,  
NOTHING HURTS"**

JOE NAMATH, PRO FOOTBALL QUARTERBACK

**"WHEN EATING THE  
FRUIT, THINK OF THE  
PERSON WHO  
PLANTED THE TREE"**

VIETNAMESE SAYING

**"I HAVE A DREAM...  
WE HOLD THESE  
TRUTHS TO BE SELF-  
EVIDENT, THAT ALL MEN  
ARE CREATED EQUAL"**

DR. MARTIN LUTHER KING, JR

**LEAD  
THROUGH  
STRENGTHS**

**CONSISTENCY**

**"WHEN I TRY TO  
UNDERSTAND WHAT IS  
HAPPENING TODAY OR  
WANT TO DECIDE WHAT  
WILL HAPPEN TOMORROW,  
I LOOK BACK"**

OLIVER WENDELL HOLMES, JR

**CONTEXT**

**LEAD  
THROUGH  
STRENGTHS**

**"UNREASONABLE  
HASTE IS THE  
DIRECT ROAD TO  
ERROR"**

JEAN BAPTISTE MOLIERE

**LEAD  
THROUGH  
STRENGTHS**

**DELIBERATIVE**

**"TREAT PEOPLE AS IF THEY  
WERE WHAT THEY OUGHT  
TO BE, AND YOU HELP  
THEM BECOME WHAT  
THEY ARE CAPABLE OF  
BEING"**

JOHANN WOLFGANG VON GOETHE

**"A SCHEDULE DEFENDS  
FROM CHAOS & WHIM.  
IT ACTS LIKE A NET FOR  
CATCHING DAYS...A  
MOCK-UP OF REASON  
AND ORDER."**

ANNIE DILLARD, AUTHOR

**DISCIPLINE**

**LEAD  
THROUGH  
STRENGTHS**

**"TEACH ME TO FEEL  
ANOTHER'S WOE, TO  
HIDE THE FAULT I SEE;  
THAT MERCY I TO  
OTHERS SHOW, THAT  
MERCY SHOW TO ME."**

ALEXANDER POPE, POET

**EMPATHY**

**LEAD  
THROUGH  
STRENGTHS**

**"IN THE LONG RUN,  
WE ONLY HIT  
WHAT WE AIM AT"**

HENRY DAVID THOREAU, WRITER

**FOCUS**

**LEAD  
THROUGH  
STRENGTHS**

**"MY INTEREST IS IN  
THE FUTURE BECAUSE  
I AM GOING TO SPEND  
THE REST OF MY LIFE  
THERE"**

CHARLES KETTERING, INVENTOR

**LEAD  
THROUGH  
STRENGTHS**

**FUTURISTIC**

**"COMING TOGETHER IS  
A BEGINNING. KEEPING  
TOGETHER IS PROGRESS.  
WORKING TOGETHER IS  
SUCCESS"**

- HENRY FORD

**HARMONY**

**LEAD  
THROUGH  
STRENGTHS**

**"I HAVE THINGS IN MY HEAD  
THAT ARE NOT LIKE WHAT  
ANYONE HAS TAUGHT ME -  
SHAPES & IDEAS SO NEAR  
TO ME - SO NATURAL TO MY  
WAY OF BEING & THINKING  
THAT IT HASN'T OCCURRED  
TO ME TO PUT THEM DOWN"**

GEORGIA O'KEEFFE, ARTIST

**LEAD  
THROUGH  
STRENGTHS**

**IDEATION**

**"IF YOU'RE GOING TO  
CARE ABOUT THE FALL  
OF THE SPARROW, YOU  
CAN'T PICK & CHOOSE  
WHO'S GOING TO BE  
THE SPARROW. IT'S  
EVERYBODY"**

MADELINE L'ENGLE, WRITER

**LEAD  
THROUGH  
STRENGTHS**

**INCLUDE**

**"EVERY MAN [...] IS A UNIQUE  
BEING, ONLY ONCE ON THIS  
EARTH, AND BY NO  
EXTRAORDINARY CHANCE  
WILL SUCH A MARVELOUSLY  
PICTURESQUE PIECE OF  
DIVERSITY EVER BE PUT  
TOGETHER A SECOND TIME"**

FRIEDRICH NIETZSCHE, PHILOSOPHER

**LEAD  
THROUGH  
STRENGTHS**

**INDIVIDUALIZATION**

**"THESE HONEST MEN  
TAUGHT ME ALL I  
KNEW. THEIR NAMES  
ARE WHAT, WHY,  
WHEN, HOW, WHERE,  
AND WHO"**

RUDYARD KIPLING, AUTHOR

**INPUT**

**LEAD  
THROUGH  
STRENGTHS**

**"I THINK  
THEREFORE  
I AM"**

RENE DESCARTES, PHILOSOPHER

**INTELLECTION**

**LEAD  
THROUGH  
STRENGTHS**

**"IT IS WRONG TO  
DEFINE EDUCATION  
AS PREPARATION  
FOR LIFE. LEARNING  
IS LIFE"**

RABBI ABRAHAM JOSHUA HESCHEL

**LEAD  
THROUGH  
STRENGTHS**

**LEARNER**

**"NOT WORKING ON  
EVERYTHING, BUT  
RATHER EMPHASIZING  
THE DEVELOPMENT OF  
SELECTED POWERFUL  
TALENTS, IS THE ROUTE  
TO EXCELLENCE"**

DONALD O. CLIFTON, PSYCHOLOGIST & BUSINESS EXECUTIVE

**LEAD  
THROUGH  
STRENGTHS**

**MAXIMIZER**

**"THERE ARE ALWAYS  
FLOWERS FOR THOSE  
WHO WANT TO SEE  
THEM"**

HENRI MATISSE, ARTIST

**LEAD  
THROUGH  
STRENGTHS**

**POSITIVITY**

**"MY FRIENDS  
ARE MY  
ESTATE"**

EMILY DICKINSON, POET

**RELATOR**

**LEAD  
THROUGH  
STRENGTHS**

# RESPONSIBILITY

**"I BELIEVE THAT EVERY  
RIGHT IMPLIES  
RESPONSIBILITY;  
EVERY OPPORTUNITY,  
AN OBLIGATION; EVERY  
POSSESSION, A DUTY"**

JOHN D. ROCKEFELLER, JR., PHILANTHROPIST

**LEAD  
THROUGH  
STRENGTHS**

**"UNREST OF SPIRIT IS A  
MARK OF LIFE; ONE  
PROBLEM AFTER ANOTHER  
PRESENTS ITSELF AND IN  
THE SOLVING OF THEM WE  
CAN FIND OUR GREATEST  
PLEASURE"**

KARL A. MENNINGER, PSYCHIATRIST

**RESTORATIVE**

**LEAD  
THROUGH  
STRENGTHS**

**"IF A MAN DOES NOT KEEP  
PACE WITH HIS  
COMPANIONS, PERHAPS IT IS  
BECAUSE HE HEARS A  
DIFFERENT DRUMMER. LET  
HIM STEP INTO THE MUSIC  
WHICH HE HEARS, HOWEVER  
MEASURED OR FAR AWAY"**

HENRY DAVID THOREAU

**LEAD  
THROUGH  
STRENGTHS**

**SELF-ASSURANCE**

**"YOU ARE NOT HERE MERELY  
TO MAKE A LIVING. YOU ARE  
HERE TO ENABLE THE WORLD  
TO LIVE MORE AMPLY, WITH  
GREATER VISION, WITH A  
FINER SPIRIT OF HOPE AND  
ACHIEVEMENT. YOU ARE  
HERE TO ENRICH THE WORLD."**

WOODROW WILSON

**LEAD  
THROUGH  
STRENGTHS**

**SIGNIFICANCE**

**"I CAN GIVE YOU A  
SIX-WORD FORMULA  
FOR SUCCESS: THINK  
THINGS THROUGH  
THEN FOLLOW  
THROUGH"**

EDDIE RICKENBACKER, AVIATOR

**STRATEGIC**

**LEAD  
THROUGH  
STRENGTHS**

**"HE LIKED PEOPLE,  
THEREFORE PEOPLE  
LIKED HIM"**

MARK TWAIN

**WOO**

**LEAD  
THROUGH  
STRENGTHS**

## MEET THE COACH



*Lisa Cummings*

CHIEF STRENGTHS SLEUTH

Lisa has delivered to over 9,000 people in 14 countries. She helps leaders and top performers tap into their natural talents. Then they nurture these talents to turn them into strengths that improve productivity at work. You can see her featured in places like Harvard Business Publishing, Training Magazine, and Forbes. She also hosts a popular podcast show, Lead Through Strengths.

If you've ever felt like you're Shaquille O'Neal training as an out-of-place horse racing jockey, it's time to use your natural talents instead. Although that example sounds obvious, this misfit dynamic exists on most corporate teams today. As you work with Lisa, you'll learn how the weakness zone contributes to the 87% of employees who are not fully engaged at work (source: Gallup).

Lisa is a Gallup Certified Strengths Performance Coach. With 20 years of leadership development experience and an MBA, the most persistent trend she has seen is a lopsided focus on hard skills in the workplace. She'll help you invest in natural talents so that HOW you get things done boosts performance as much as WHAT you get done. She'll help you leverage your talents to become a stronger performer at work.