

## Strengths at Work: Unlocking Energy and Engagement

We've all heard the saying "play to your strengths". But what does this really mean when it comes to work? As leaders, how can we help our staff play to their strengths?

A recent study in the US found that only 26% of workers find the opportunity to use their strengths at work. Yet this same study found that 64% of employees believed that building on their strengths will make them more successful at work. Research by the Gallup Institute found clear bottom-line benefits to being a strength-based workplace including lower turnover, increased productivity and happier customers.

The first step in becoming a strength-based workplace is to understand what strengths are. Most of us define strengths as the things we are good at it. If this is your understanding of strengths then are you are partly right...but that's not the full picture. Scientists have shown that for something to be a true strength it takes more than good performance. Strengths have three elements: high performance, high energy and high use.

In other words, strengths are things you do well, do often, and do with energy. Think of the staff member who is good at client management but consistently resists making client calls and is clearly de-energized after the call. There's performance, but little energy or motivation. This means that even though he is good at, and has the skills for client management, it's not a true strength. Hardly a recipe for an engaged, self-motivated employee.

Knowing about the three aspects of a strength prevents you from falling into the trap of appointing someone who happens to be good at the job but is not energized or motivated. In addition, knowing about the three aspects of a strength helps you, as a leader, to more accurately and consistently identify your employee strengths and to craft a role for them that taps into their skills, energy and motivation.

This presentation weaves together science from organizational psychology, business and positive psychology together with workplace examples to provide the audience with an understanding of strengths at work.

Audience members will learn:

- The benefits of strengths at work.
- What blocks us from seeing strengths.
- How to identify and amplify strengths.

**FORMAT:** 45 to 60-minute keynote; half and full-day workshops.

**IDEAL AUDIENCE:** CEO's, Senior Leaders, Middle Level Management, Team Leaders, Human Resource Managers, Training and Development Experts, Organizational Consultants. This talks fits corporations, not-for-profits, schools, universities, hospitals, Entrepreneurs, start-ups and anyone interested in creating workplace culture that allows people to thrive.

## ABOUT LEA:

Dr Lea Waters has a PhD in Organizational Psychology and specializes in bringing positive psychology to organizations, schools and families. She has been awarded a prize for best research study by the American Academy of Management and was awarded the Elton Mayo award by the Australian Psychological Society's College of Organizational Psychologists.

Lea has consulted across many industries including retail, professional services, banking, Government, not-for-profit, sport and Education. Her clients include Merrill Lynch Investment Managers, Black Rock Investment Managers, Salvation Army, W.M.C.A and the International Baccalaureate Organization.

Dr Waters is the founding Director of the Centre for Positive Psychology University of Melbourne (2009-2016) and has published over 90 scientific articles and book chapters, and her work has been featured in the Wall Street Journal, Time.com, the Atlantic and the Guardian. She is the President of the International Positive Psychology Association, has affiliate positions with Cambridge University (UK) and University of Michigan (USA), has been listed in the Marques 'Who's Who in the World' since 2009 and was listed as one of Australia's Top 100 Women of Influence by the Financial Review and Westpac Bank (2015).

Dr Waters currently co-runs the Positive Leadership, Executive Education, subject at the Melbourne Business School and teaches into the Master of Applied Positive Psychology at the University of Melbourne. Her business, Visible Wellbeing™, provides training to schools and organizations to help staff thrive.

A highly regarded speaker, Dr Waters has been a Key Note speaker at conferences across the world including the International Positive Psychology Association's World Congress, the International Conference on the Science of Happiness, the International Positive Education's World Congress, the Canadian Positive Psychology Association's National Conference, the Mexican National Conference on Happiness, the Australian Positive Psychology Association and the New Zealand Positive Psychology Association's National Conference.

*"I have secured Lea for Keynote sessions on a number of occasions now and each time I have been positively impacted by the experience. Lea is one of the global thought leaders in Positive Psychology and brings a deep knowledge of this field to her work. Lea is able to present thought provoking content in an accessible and engaging way. Her personal warmth helps to build a great connection with her audience so that not only is important learning taking place but human spirits are lifted."*

**John Campbell, Executive Director, Growth Coaching International**



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