

# Stosh D. Walsh – Presentation Overview

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## Presentation title:

**Don't Focus on Your Weaknesses; Build on Your Strengths!**

## Brief description:

Recent research suggests that an overwhelming 63% of people still believe that fixing their weaknesses is their best pathway to success. Further, less than 25% of people report spending most of their time in a performance review talking about their strengths. Yet, Gallup analysis reveals that “people who use their strengths every day are 3x more likely to report having an excellent quality of life, 6x more likely to be engaged at work, 8% more productive and 15% less likely to quit their jobs.” In this eye-opening talk built on a foundation of research and filled with practical steps, former Gallup expert Stosh D. Walsh provides insights on how to embrace who you are, manage around your shortcomings and perform better than ever.

## Link to video:

[CLICK HERE](#)

## Learning objectives:

1. Establish a common vocabulary/definition for “strengths,” “weaknesses,” “talent,” “skill” and “knowledge” as they pertain to individual and organizational development
2. Understand the benefits of a strengths-based approach to development, and the data which supports this approach
3. Gain awareness of how to leverage individual and organizational strengths to increase performance in desired areas
4. Comprehend a strengths-based emphasis through the lens of leadership and management
5. Grasp the potential benefits of complementary partnership and how to discern them
6. Know how to redress areas of weakness

## Anticipated actions and benefits:

1. Awareness of individual and organizational strengths
2. Increased courage to understand and wield strengths intentionally as leaders and in the marketplace
3. Focus on what individuals and organizations do best while managing around shortcomings
4. Increase performance in measurable ways
5. Justification for a strengths-based approach with research and outcomes
6. Create a culture of achievement and complementary partnership
7. Foster engagement by aligning mission, talent and goals

## Presentation format:

1. Guided questions for response and reflection
2. Active polls

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3. Connection and interaction via mobile technology
4. Confer with other attendees and presenter in dyads or small groups
5. Lecture and slides
6. Participation in illustrative activities to emphasize learning objectives
7. Handouts with outline, key points and fill in the blanks for participants to complete and retain