

Helping people discover their strengths

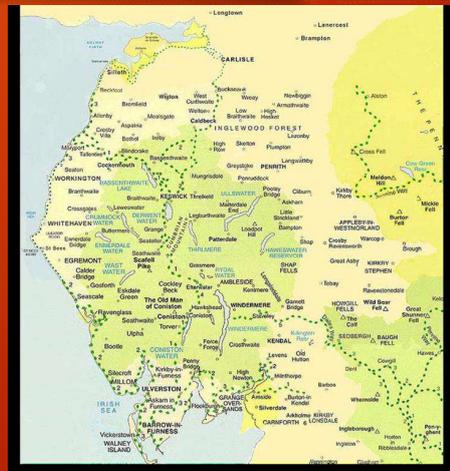
Sam Wilkinson, Ewanrigg Local Trust
Dave Rippon, Valuestrengths

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Low skill levels

Low aspiration

Generational worklessness



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Meet Jo-Anne and Tash

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“People look for a needle in a haystack and, when they find it, they stop looking. The secret is to keep looking in search of an even better needle.”

Albert Einstein

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Changing mindsets

- Focus on strengths
- From external to internal locus of control
- Overcoming the dependency culture

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Focus on strengths

- Building confidence
- Finding them
- Making sense of them

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Locus of control

- Accepting responsibility
- Taking control
- “It’s up to me” and “I can do it”

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Ditching the dependency culture:

- “Give a man a fish...”

- Dare we let go?

“Strengths”



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	1	2	3	4	5	6	7	8	9	10	
Less persuasive, unlikely to try to influence others, dislikes taking charge				X							Persuasive, changes the opinions of others, able to take charge
Quiet and reserved, prefers to let others talk, awkward with strangers								X			Talkative, lively, enjoys mixing, self-assured, makes friends easily
Feels comfortable and more productive working alone					X						Prefers to work in a team, likes to work alongside and assist others
Less sensitive and unsympathetic towards others. Less likely to make effort to help colleagues							X				Shows consideration, patient, sympathetic, sensitive to others

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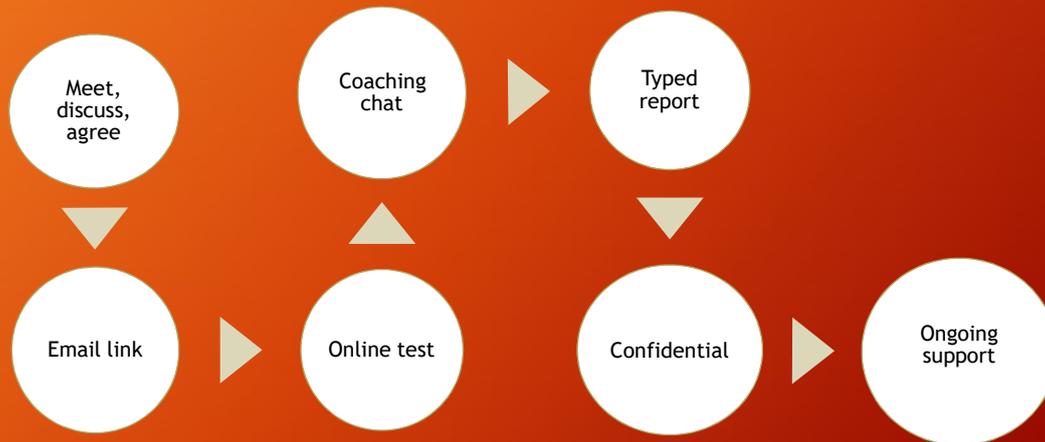
Person: Job Match or “Round pegs in round holes”

Consider this profile

- *What jobs would fit?*
- *What jobs would not fit?*

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The "process"



Keeping things simple

- Gain trust of the residents
- Think about the language we use
- ‘Dripping tap’ effect
- Walk the streets



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“I have no special talent, I am only passionately curious.”

Albert Einstein

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Let's innovate - Questions?

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