

STRENGTHS WORKSHOP- PERSONAL NOTES

Confidential notes belong to:

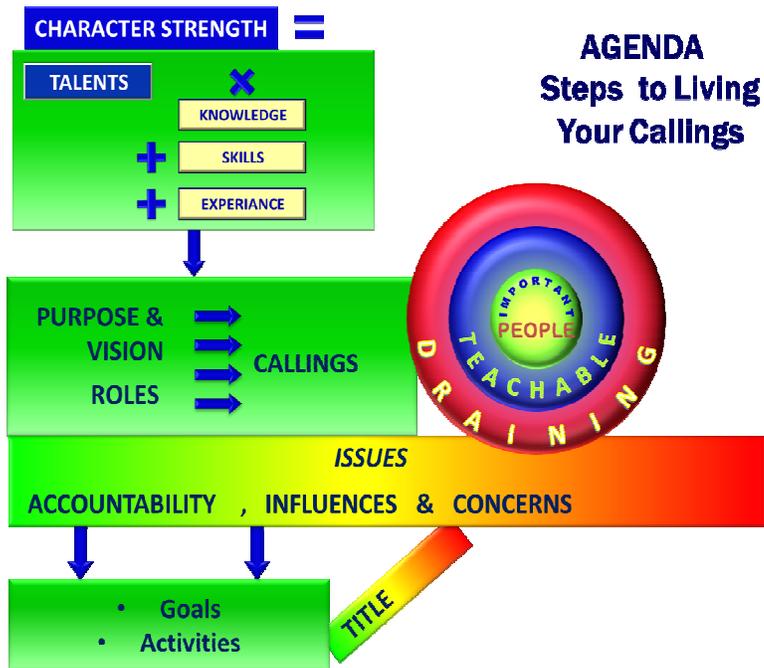
Add your Name & Phone #

1. INTRODUCTION

Thank you for your interest in The Strengths Workshop. We pray that God will bless you through what could be a life changing experience. This workshop is for people who desire to discover their God given strengths and apply them to fulfill their life callings.

The content of this workshop was originally designed as a 6-week small group experience. Now we provide you with a similar structure so you can use this as a personal study tool. The resources you will need for this self-study program include:

- **These Personal Notes.** These are designed to guide you in six personal learning sessions. Provided you give yourself enough time to do the assigned home work that follows each session, feel free to modify this format to best suit your needs.
- **Discovering Your Strengths:** Please go to <http://integrity-plus.com/wp/sm/sw/swt/> where you will find three self-discovery tools. These tools include:
 - **The Gallup StrengthsFinder2.0 assessment tool.** List your top five Strengths Themes.
 - **Your Spiritual Gifts inventory.** List you top five Spiritual Gifts.
 - **Your Love Languages:** List you love language in order.
- **Recourse book:** The Strengths Workshop book is your self-study resource. Go to our eStore <http://estore.strengthsworkshop.ca/product/sw-ebook> where you can get your gift copy. This book follows the same structure as these notes. There you will find thoughts, tips, and templates that you can use and reuse for a lifetime of discovery and applications.
- **Instructional video clips:** At <http://estore.strengthsworkshop.ca/welcome/swv> you will find 11 instructional and exercise video clips. These are labeled **Video 1.1 – Video 6.1**. Please note that these video clips were designed to be used in a facilitated small group format. Our hope is that you will be a self-facilitator working with Christ as your partner.



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2. WORKSHOP FORMAT

The attached topical framework illustrates the content and the agenda of the six sessions of this workshop. Feel free to modify this format to best meet your needs but do not extend this beyond a 10-week period.

We call this a “workshop” because you are expected to work. As a self-study workshop, **the majority of the time is dedicated to prayer, study and reflection.** While you are doing this, we believe that Christ is your constant companion. Do engage Him in your conversation.

As indicated earlier the video segments will refer to exercises listed in every session on your notes list. The videos will refer to doing the exercise with a partner. Since you are doing this alone, we encourage you to consider Christ as your partner. He promised you His presence by His spirit. Share your exercise answer with him and He will communicate with you.

Each session will lead you to some homework reading and exercises that you need to cover before your next session. These you will find in the Strengths Workshop book. The value you get from the workshop is directly related to what you invest in your homework. We recommend that you spread the homework over a number of days following each session. The following pages provide you with more details.

3. PREPARATION:

- Add your name and phone number at the top of your **confidential notes**.
- Become familiar with these notes. They are for you to add notes as you do the exercises that follow each video.
- **Discover Your Strengths.** Go to <http://integrity-plus.com/wp/sm/sw/swt/> and follow the instructions to the three tools provide. Please note at a minimum you must know your top five Strengths Themes **as defined by the Gallup StrengthsFinder2.0 Assessment.**
- Go to our eStore at <http://estore.strengthsworkshop.ca/product/sw-ebook> to get your own Workshop Book. **Download and Print this book.**
 - If you **prefer** to use an electronic reader or tablet, download the exercise templates which are in an MS Word format from <http://integrity-plus.com/SM/Notes/Templates.docx> .
- **Pray. Pray** that God would reveal how he shaped you and how much he loves you. Pray for what you want God to do for you. Ask God for **the most important result** you would like to get from this experience as you seek to fulfill your life callings.

The Strengths Workshop – Session Notes

SESSION ONE	Theme: About Your Strengths
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The objective of this session is to help you understand the science and theology of your strengths and how they work to shape who you are.

Video 1.1 - Topic: About Your Strengths.	18 Min
<ul style="list-style-type: none"> ▪ Pray. Write your one prayer request: 	
<ul style="list-style-type: none"> ▪ Exercise: In place of the group exercise suggested by the video. Take time to reflect on God’s love for you. 	Exercise 5 Min
Video 1.2 - Topic: Know Your Strengths	15 Min
<ul style="list-style-type: none"> ▪ Exercise: In place of finding a physical partner as suggested on the video, we invite you to appreciate that Christ is your partner. List the key roles He plays in your life. 	
<p>As you consider your strengths as a reflection of God in your world and as you consider how your strengths is made of Talents X [Knowledge + Skills + Experience]</p> <ul style="list-style-type: none"> ○ In prayer tell Christ what you think and how do you feel? 	Exercise 10 Min
<p>Before the next session do your homework and personal study: From the exercises book read the comments and do all exercises up to the <u>end of Exercise 2</u></p>	

The Strengths Workshop – Session Notes

SESSION TWO	Theme: In the School of Life
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The objective of this session is to help you discover your strengths and identify the myths that often hold you back from playing to your strengths.

Video 2.1 - Topic: Myths and Truth	15 Min
<p>Exercise: Tell me about your Self?</p> <p>Supposing Jesus asks you “tell me about yourself” what would you say?</p> <ul style="list-style-type: none"> ▪ As much as possible use adjectives that describe you using the words: “I am ...” ▪ Tell Jesus about your likes and dislikes ... 	Exercise 10 Min
Video 2.2 - Topic: His Strength Made Perfect in Weakness	10 Min
<p>Exercise: What is your Shadow?</p> <p>Examine the list of shadows in the appendix of these notes:</p> <ul style="list-style-type: none"> ▪ What risks does your shadow present to you or others? ▪ What do you need to do to protect yourself and others from the shadow side of your strength? ▪ In prayer tell Jesus your answers. 	Exercise 10 Min
<p>Before the next session do your homework and personal study: From the exercises book please read the comments and do all exercises up to the end of Exercise 13</p>	

The Strengths Workshop – Session Notes

SESSION THREE	Theme: Discover Your Calling
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The objective of this session is to help you start a process by which you can discover callings for the various aspects of your life.

Video 3.1 - Topic: Dreams for Your Callings	16 Min																																			
<p>Exercise: Your heavenly father loves to listen to your dreams:</p> <ul style="list-style-type: none"> ▪ Take time to tell Him about your dreams for you personally, your family, your work and your community life? ▪ Thank God for the models He placed in your life. Tell Him why you admire them and what parts of their life or character you want to emulate. 	Exercise 10 Min																																			
Video 3.2 - Topic: Roles are your callings	15 Min																																			
<p>Exercise: Below is a sample list of roles.</p> <table style="width: 100%; border: none;"> <tr> <td><input type="radio"/> Administrator</td> <td><input type="radio"/> Advisor</td> <td><input type="radio"/> Boss</td> <td><input type="radio"/> Builder</td> <td><input type="radio"/> Change agent</td> </tr> <tr> <td><input type="radio"/> Coach</td> <td><input type="radio"/> Director</td> <td><input type="radio"/> Healer</td> <td><input type="radio"/> Influencer</td> <td><input type="radio"/> Inspector</td> </tr> <tr> <td><input type="radio"/> Leader</td> <td><input type="radio"/> Manager</td> <td><input type="radio"/> Negotiator</td> <td><input type="radio"/> Operator</td> <td><input type="radio"/> Organizer</td> </tr> <tr> <td><input type="radio"/> Overseer</td> <td><input type="radio"/> Owner</td> <td><input type="radio"/> Catalyst</td> <td><input type="radio"/> Peacemaker</td> <td><input type="radio"/> Pioneer</td> </tr> <tr> <td><input type="radio"/> Problem solver</td> <td><input type="radio"/> Promoter</td> <td><input type="radio"/> Provider</td> <td><input type="radio"/> Recourse</td> <td><input type="radio"/> Stimulator</td> </tr> <tr> <td><input type="radio"/> Teacher</td> <td><input type="radio"/> Trouble shooter</td> <td><input type="radio"/> Visionary</td> <td><input type="radio"/> Watchdog</td> <td><input type="radio"/> Add more</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td><input type="radio"/> Add more</td> </tr> </table> <ul style="list-style-type: none"> • Tell God about the one role you love to play? Tell Him why and how this may relate to your strengths. 	<input type="radio"/> Administrator	<input type="radio"/> Advisor	<input type="radio"/> Boss	<input type="radio"/> Builder	<input type="radio"/> Change agent	<input type="radio"/> Coach	<input type="radio"/> Director	<input type="radio"/> Healer	<input type="radio"/> Influencer	<input type="radio"/> Inspector	<input type="radio"/> Leader	<input type="radio"/> Manager	<input type="radio"/> Negotiator	<input type="radio"/> Operator	<input type="radio"/> Organizer	<input type="radio"/> Overseer	<input type="radio"/> Owner	<input type="radio"/> Catalyst	<input type="radio"/> Peacemaker	<input type="radio"/> Pioneer	<input type="radio"/> Problem solver	<input type="radio"/> Promoter	<input type="radio"/> Provider	<input type="radio"/> Recourse	<input type="radio"/> Stimulator	<input type="radio"/> Teacher	<input type="radio"/> Trouble shooter	<input type="radio"/> Visionary	<input type="radio"/> Watchdog	<input type="radio"/> Add more					<input type="radio"/> Add more	Exercise 10 Min
<input type="radio"/> Administrator	<input type="radio"/> Advisor	<input type="radio"/> Boss	<input type="radio"/> Builder	<input type="radio"/> Change agent																																
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				<input type="radio"/> Add more																																
Before the next session do your homework and personal study: From the exercises book please read the comments and do all exercises up to the end of Exercise 21																																				

The Strengths Workshop – Session Notes

SESSION FOUR	Theme: Affirm Your Calling
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The objective of this session is to help you define a process to affirm and confirm your life callings.

<p>Video 4.1 - Topic: People and Issues Affirm Your Callings</p> <p>Exercise: Below is a sample list of issues.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 25%; vertical-align: top;"> <ul style="list-style-type: none"> <input type="radio"/> Abortion <input type="radio"/> Arts <input type="radio"/> Disasters <input type="radio"/> Environment <input type="radio"/> Finances <input type="radio"/> Hunger <input type="radio"/> Money <input type="radio"/> People Groups <input type="radio"/> Security <input type="radio"/> Sports <input type="radio"/> Water </td> <td style="width: 25%; vertical-align: top;"> <ul style="list-style-type: none"> <input type="radio"/> Abuse <input type="radio"/> Children <input type="radio"/> Disease <input type="radio"/> Ethics <input type="radio"/> Fitness <input type="radio"/> Immigrants <input type="radio"/> Multiculturalism <input type="radio"/> Persecution <input type="radio"/> Politics <input type="radio"/> Technology <input type="radio"/> Youth </td> <td style="width: 25%; vertical-align: top;"> <ul style="list-style-type: none"> <input type="radio"/> Addiction <input type="radio"/> Corruption <input type="radio"/> Divorce <input type="radio"/> Faith <input type="radio"/> Health <input type="radio"/> Leadership <input type="radio"/> Old age <input type="radio"/> Politics <input type="radio"/> Slavery <input type="radio"/> Travel <input type="radio"/> Add more </td> <td style="width: 25%; vertical-align: top;"> <ul style="list-style-type: none"> <input type="radio"/> Administration <input type="radio"/> Crime <input type="radio"/> Education <input type="radio"/> Family Life <input type="radio"/> Homelessness <input type="radio"/> Marriage <input type="radio"/> Parenting <input type="radio"/> Refugees <input type="radio"/> Spirituality <input type="radio"/> War <input type="radio"/> Add more </td> </tr> </table> <p>Tell God about the issue that ignites your passions and imagination. Tell him what you wish you could do Pray for His affirmation and guidance.</p>	<ul style="list-style-type: none"> <input type="radio"/> Abortion <input type="radio"/> Arts <input type="radio"/> Disasters <input type="radio"/> Environment <input type="radio"/> Finances <input type="radio"/> Hunger <input type="radio"/> Money <input type="radio"/> People Groups <input type="radio"/> Security <input type="radio"/> Sports <input type="radio"/> Water 	<ul style="list-style-type: none"> <input type="radio"/> Abuse <input type="radio"/> Children <input type="radio"/> Disease <input type="radio"/> Ethics <input type="radio"/> Fitness <input type="radio"/> Immigrants <input type="radio"/> Multiculturalism <input type="radio"/> Persecution <input type="radio"/> Politics <input type="radio"/> Technology <input type="radio"/> Youth 	<ul style="list-style-type: none"> <input type="radio"/> Addiction <input type="radio"/> Corruption <input type="radio"/> Divorce <input type="radio"/> Faith <input type="radio"/> Health <input type="radio"/> Leadership <input type="radio"/> Old age <input type="radio"/> Politics <input type="radio"/> Slavery <input type="radio"/> Travel <input type="radio"/> Add more 	<ul style="list-style-type: none"> <input type="radio"/> Administration <input type="radio"/> Crime <input type="radio"/> Education <input type="radio"/> Family Life <input type="radio"/> Homelessness <input type="radio"/> Marriage <input type="radio"/> Parenting <input type="radio"/> Refugees <input type="radio"/> Spirituality <input type="radio"/> War <input type="radio"/> Add more 	<p>12 Min</p> <p>Exercise 10 Min</p>		
<ul style="list-style-type: none"> <input type="radio"/> Abortion <input type="radio"/> Arts <input type="radio"/> Disasters <input type="radio"/> Environment <input type="radio"/> Finances <input type="radio"/> Hunger <input type="radio"/> Money <input type="radio"/> People Groups <input type="radio"/> Security <input type="radio"/> Sports <input type="radio"/> Water 	<ul style="list-style-type: none"> <input type="radio"/> Abuse <input type="radio"/> Children <input type="radio"/> Disease <input type="radio"/> Ethics <input type="radio"/> Fitness <input type="radio"/> Immigrants <input type="radio"/> Multiculturalism <input type="radio"/> Persecution <input type="radio"/> Politics <input type="radio"/> Technology <input type="radio"/> Youth 	<ul style="list-style-type: none"> <input type="radio"/> Addiction <input type="radio"/> Corruption <input type="radio"/> Divorce <input type="radio"/> Faith <input type="radio"/> Health <input type="radio"/> Leadership <input type="radio"/> Old age <input type="radio"/> Politics <input type="radio"/> Slavery <input type="radio"/> Travel <input type="radio"/> Add more 	<ul style="list-style-type: none"> <input type="radio"/> Administration <input type="radio"/> Crime <input type="radio"/> Education <input type="radio"/> Family Life <input type="radio"/> Homelessness <input type="radio"/> Marriage <input type="radio"/> Parenting <input type="radio"/> Refugees <input type="radio"/> Spirituality <input type="radio"/> War <input type="radio"/> Add more 				
<p>Video 4.2 - Topic: Goals and Rewards Affirm Your Callings</p> <p>The Five Love Languages are:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;"><input type="radio"/> Word of Affirmation</td> <td style="width: 33%;"><input type="radio"/> Acts of Service</td> </tr> <tr> <td><input type="radio"/> Quality Time</td> <td><input type="radio"/> Gifts</td> </tr> <tr> <td><input type="radio"/> Physical Touch</td> <td></td> </tr> </table> <p>Exercise: God knows your love language because He made you:</p> <ul style="list-style-type: none"> ▪ What do you believe is your love language? What makes you feel loved and appreciated? Thank God for your love language and how He made you. ▪ Ask God to help you communicate your love language to your important and teachable people? ▪ What do you think are the love languages of some of your important people? Ask God to help you love them the way they need to be loved. 	<input type="radio"/> Word of Affirmation	<input type="radio"/> Acts of Service	<input type="radio"/> Quality Time	<input type="radio"/> Gifts	<input type="radio"/> Physical Touch		<p>11 Min</p> <p>Exercise 10 Min</p>
<input type="radio"/> Word of Affirmation	<input type="radio"/> Acts of Service						
<input type="radio"/> Quality Time	<input type="radio"/> Gifts						
<input type="radio"/> Physical Touch							
<p>Before the next session do your homework and personal study: From the exercises book please read the comments and do all exercises up to the end of Exercise 26</p>	<p>2 Min</p>						

The Strengths Workshop – Session Notes

SESSION FIVE	Theme: Live Your Calling
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The objective of this session is to start you on the road to applying your strengths with practical low-lying fruits and opportunities that are readily available to you.

Video 5.1 - Topic: Big Rocks in your Jar of life	12 Min
<p>Exercise: Take time to list the “big rocks” in your life.</p> <ul style="list-style-type: none"> ○ Thank God for placing these relationships in your life. ○ Seek His support in making the changes you need to align how you spend your time to be in harmony with His perfect will for your life. 	Exercise 10 Min
Video 5.2 - Topic: Power in Low-Lying Fruits	10 Min
<p>Exercise: As you move closer to the end of this process tell God:</p> <ul style="list-style-type: none"> ○ About the low lying fruits and opportunities where you can apply what you learned. ○ Ask God to help you to take appropriate actions as a steward of the truth He taught you through the past weeks. ○ Name two people in your life with whom you can share what you have learnt, why and when ... 	Exercise 10 Min
Before the next session do your homework and personal study: From the exercises book please read the comments and do all exercises up to the end of Exercise 33	2 Min

The Strengths Workshop – Session Notes

SESSION SIX	Theme: Celebration and Praise
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The objective of this session is to have a time of celebration and sharing

Optional Video 6: Review	9 Min
<p>This is a time for sharing with God. He has been your companion over the past few weeks.</p> <ul style="list-style-type: none">• In the beginning of the workshop you asked God for something specific from this workshop. Have you received any special answers? Thank God as you reflect on the answers you received.• Tell God the most significant thing you learned and the resulting change if any?• Thank God for the opportunities you had, to share what you learned with others. Tell Him what happened. <p>Use this space to write any thoughts that may come to your mind.</p>	<p>Exercise 15 – 25 Min.</p>

The Shadow Side of Strengths – Examples

- Achiever:** workaholic, overcommitted, ruthless, unrestrained . . .
- Activator:** impatient, driven, obstinate ...
- Adaptability:** submissive, reactionary, unreasonable, directionless ...
- Analytical:** self-possessed, critical, nitpicking, never satisfied...
- Arranger:** critical, demanding, offensive, nonconforming ...
- Belief:** dogged, elitist, stubborn, opinionated, dogmatic, goody-goody ...
- Command:** bossy, abrupt, inflexible, stubborn, insensitive ...
- Communication:** garrulous, verbose, longwinded, talkative...
- Competition:** strong-willed, insensitive, uncaring, selfish, self-seeking, offensive ...
- Connectedness:** idealistic, easy to take advantage of, adolescent, naïve ...
- Consistency:** stubborn, disinterested, strict, uncooperative, unrealistic ...
- Context:** closed-minded, unimaginative, counterintuitive, inexperienced ...
- Deliberative:** aloof, withdrawn, introverted, unfriendly, time-waster ...
- Developer:** naïve, unwise, unrealistic, easy to take advantage of ...
- Discipline:** obstinate, rigid, mechanical, impersonal, detached, unrealistic ...
- Empathy:** soft, over-involved, gullible, susceptible, naïve ...
- Focus:** absorbed, intense, stressed, stubborn, single-minded ...
- Futuristic:** dreamer, impractical, unrealistic, unreasonable, irrational, misleading ...
- Harmony:** irresolute, indecisive, weak, non-confrontational, flattering ...
- Ideation:** dreamer, unrealistic, self-absorbed, introspective, unrealistic ...
- Includer:** indiscriminate, naïve, adolescent, gullible, unsystematic ...
- Individualization:** overly-patient, indecisive, undiscerning ...
- Input:** irresolute, indecisive, faltering, vacillating, slow to act, cluttered ...
- Intellection:** loner, bookish, smug, academic, non-productive, irrelevant ...
- Learner:** bookish, uninspiring, unrelated, academic, non-productive ...
- Maximizer:** picky, demanding, challenging, uncompromising ...
- Positivity:** insincere, naïve, superficial, dishonest, Pollyanna ...
- Relator:** cliquish, clannish, plays favourites, disingenuous, hypocritical...
- Responsibility:** micro-managing, perfectionist, stickler, obsessive ...
- Restorative:** critical, punitive, negative, critical, focused on weakness ...
- Self-assurance:** arrogant, conceited, proud, stubborn, persistent, self-righteous ...
- Significance:** self-absorbed, needy, self-centered, insecure, uneasy ...
- Strategic:** disrespectful, offensive, invasive, belittling, impatient ...
- WOO:** fake, insincere, dishonest, shallow, compromising ...

WE MEASURE WHAT WE VALUE

We value the investment of time and interest you made in this workshop. In addition, we are always looking for ways to improve. Please take time. Email your feedback and suggestions to info@StrengthsWorkshop.ca

WHAT DO YOU THINK?

The value of your experience is multiplied when you do this workshop with a supportive small group. For this reason, we encourage you to consider getting together with a small group. Yes, think you can facilitate a Strengths Workshop Small Group. For this reason, we have provided you with all the tools you need including:

- The Small group Facilitator Guide and action plan. <http://integrity-plus.com/SM/Notes/SG-Guide.pdf>
- The training video Thoughts and Tips for Small Group Facilitator <http://estore.strengthsworkshop.ca/welcome/swv>
- All the resources you need at <http://integrity-plus.com/wp/sm/sg/>

Contact us if we can help info@strengthsWorkhsp.ca

Should you wish, for churches and mission teams, we offer onsite tailored live workshops. Please contact us for more information. Info@StrengthsWorkshop.ca

CAN YOU COACH?

The greatest impact of the Strengths Training comes through consistent one on one coaching relationship. Dr. Al Winesman of Gallup says *“everyone needs a coach and everyone can coach.”* You are able to coach out of your own strengths and towards the strengths of those who need your help.

We encourage you to consider coaching we created a small resource titled Christ Centered Coaching. Get your gift copy at <http://estore.strengthsworkshop.ca/product/coach-2>.