

INFORMATION TECHNOLOGY

UNIVERSITY *of* WASHINGTON

Enterprise Architecture & Strategy

# Strengthsfinder 2.0 and EA at UW

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## Results of our Strengths Finders

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[https://docs.google.com/spreadsheets/d/1rQ9MHFcZxxWQJ2VvCS01i\\_EJj88GQBKCdgjDK00ggql/edit#gid=0](https://docs.google.com/spreadsheets/d/1rQ9MHFcZxxWQJ2VvCS01i_EJj88GQBKCdgjDK00ggql/edit#gid=0)

Strategic	Analytical					
Strategic	Context					
Strategic	Futuristic	JP				£
Strategic	Ideation		RB		PN 3, 5	£
Strategic	Input				PN 4, 5	£
Strategic	Intellection				PN 2	
Strategic	Learner		RB		PN 1	
Strategic	Strategic	JP		JM	PN 4	

Relationship	Adaptability				
Relationship	Connectedness		RB		
Relationship	Developer				
Relationship	Empathy				
Relationship	Harmony				
Relationship	Includer				
Relationship	Individualization	JP	RB	JM	
Relationship	Positivity			JM	
Relationship	Relator	JP			

Influencing	Activator				
Influencing	Command				
Influencing	Communication				
Influencing	Competition			JM	
Influencing	Maximizer	JP			
Influencing	Self-Assurance				
Influencing	Significance				
Influencing	Winning Others Over			JM	

Executing	Achiever				PN 3
Executing	Arranger				
Executing	Belief				
Executing	Consistency				
Executing	Deliberative				
Executing	Discipline				
Executing	Focus				
Executing	Responsibility				
Executing	Restorative		RB		



# Individual Contributor Perspective – Applying StrengthsFinder

Executing	Achiever
Strategic	Ideation
Strategic	Input
Strategic	Intellection
Strategic	Learner
Strategic	Strategic

*Wow, someone understands me!*

## Addressing weaknesses

Creating team practices that also support me

- Team work management: Sprints, JIRA, quarterly planning, team forums
- Clearer engagements: Statements of work

Personal networking

Community of practice

## Leveraging strengths

Thinking about my strengths within the team

- Knowing my boundaries and creating handoffs to others

Developing a strengths-based leadership style

- Ways to make my strengths work in leadership -- don't dumb it down; make it mesh