



Civil Service

Live Online

**Turning a crisis into a success
story for you**

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15 July 2020

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Civil Service*

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Session aim

- Understand the difference between a strength, potential strength, learned behaviour and weakness
- Introduce the Civil Service Strengths Dictionary
- Hear from two senior leaders about how they have ‘turned a crisis into a success’ in their own career



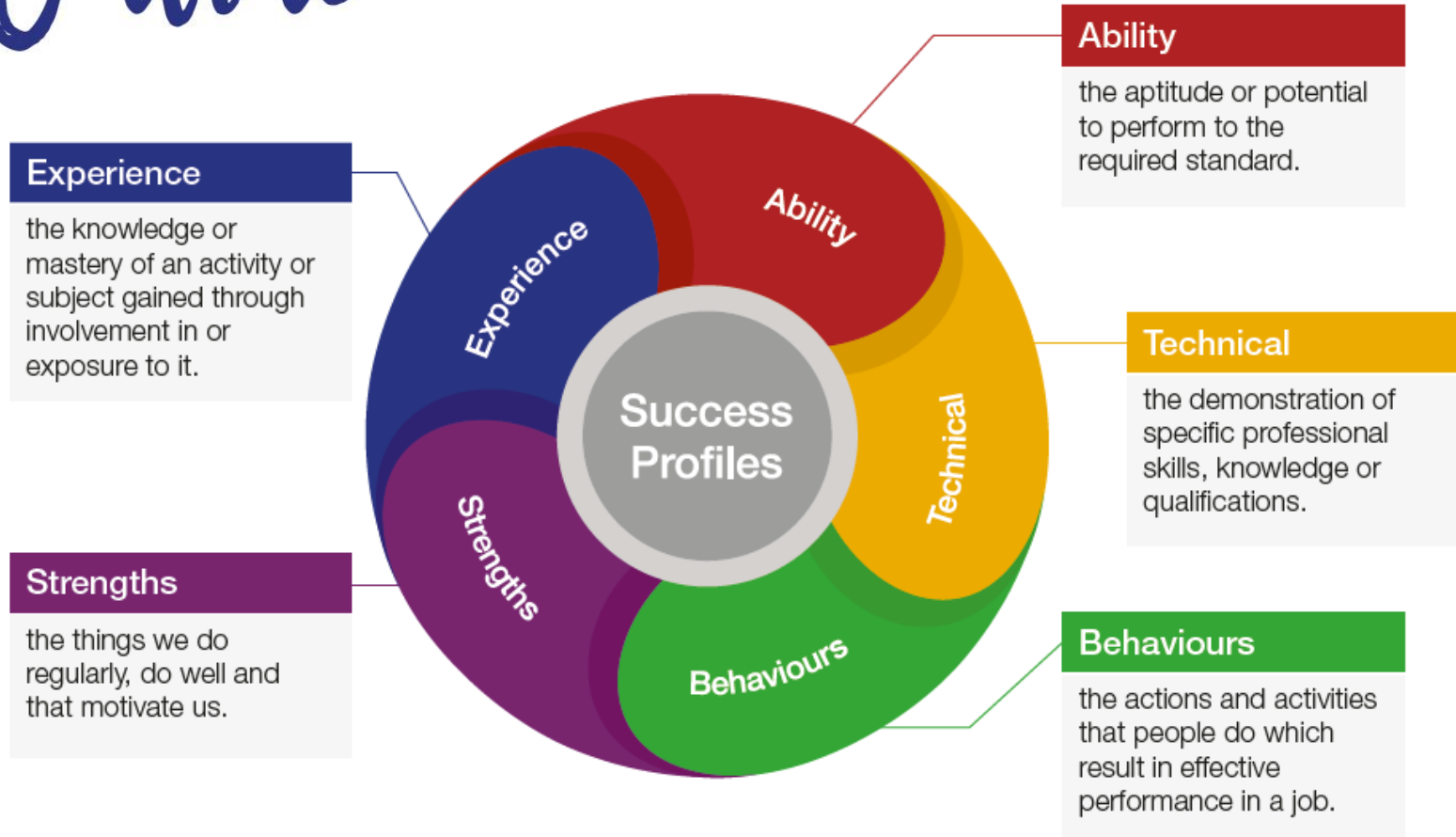
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Higher Capability
and Use

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Lower
Engagement

**LEARNED
BEHAVIOUR**

STRENGTH

Lower engagement
Higher capability
Higher use

Higher engagement
Higher capability
Higher use

Higher
Engagement

Lower engagement
Lower capability
Lower use

Lower engagement
Some capability
Some use

WEAKNESS

**POTENTIAL
STRENGTH**

Lower Capability
and Use

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Summary: How you know what your strengths are?



Performance:

You can perform an activity / behaviour to a **high level of capability or proficiency**



Engagement:

You feel **motivated, enthused and empowered** when doing the activity



Use:

You do the activity **as regularly and as often as possible**

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The 36 Civil Service Strengths

Adaptable	Analytical	Authentic	Catalyst	Challenger	Change Agent	Confident	Courageous
Decisive	Disciplined	Efficient	Emotionally Intelligent	Enabler	Explainer	Focused	Inclusive
Influencer	Improver	Learner	Mediator	Mission	Motivator	Negotiator	Networker
Organiser	Precise	Preventer	Problem Solver	Relationship Builder	Resilient	Responsible	Service Focused
		Strategic	Team Leader	Team Player	Visionary		

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The 36 Civil Service Strengths

Seeing the Big Picture



- Challenger
- Strategic
- Mission
- Visionary

Making Effective Decisions



- Analytical
- Preventer
- Decisive
- Problem Solver

Communicating and Influencing



- Authentic
- Inclusive
- Emotionally Intelligent
- Influencer
- Explainer

Leadership



- Confident
- Motivator
- Change Agent
- Team Leader
- Inclusive
- Visionary

Developing Self and Others



- Enabler
- Inclusive
- Explainer
- Learner

Delivering at Pace



- Adaptable
- Organiser
- Disciplined
- Resilient
- Catalyst
- Responsible
- Focussed

Changing and Improving



- Adaptable
- Improver
- Courageous
- Problem Solver
- Change Agent
- Resilient

Working Together



- Challenger
- Networker
- Emotionally Intelligent
- Relationship Builder
- Inclusive
- Team Player

Managing a Quality Service



- Disciplined
- Precise
- Efficient
- Preventer
- Focussed
- Service Focussed
- Organiser

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Strengths and the recruitment process

- How would it feel if everyone in the Civil Service was in a job that allowed them to use their strengths and potential strengths?
- Differences between a strengths-based interview and a more traditional competency (or behaviour) focused interview
- Using awareness of your own strengths to help guide the next steps in your career

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Strengths – too much of a good thing?

- What if you take your strengths to extremes?
- Is there a ‘flip-side’ to your strengths?
- What do you need to watch for in yourself?



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Poll: Match the strength with its flip side?

Adaptable

Decisive

Organiser

Mediator

Precise

Unplanned

Misses alternative options

Bossy

Uncomfortable with conflict

Misses bigger picture

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Failure is the first step to success

- As children we're told to learn from our mistakes
- As adults we develop a failure phobia

BUT

- Recognising and learning from our mistakes is an essential step towards improvement

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Turn a mistake into a positive learning opportunity

- **Admit** the mistake, take responsibility, keep things in perspective
- **Analyse** the point where things went wrong
- Identify where there's room for **improvement**

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Leading through tough times

- It's easy leading when everything is going well and there are no challenges
- It's what you do and how you respond during the tough times that will really stand you apart from others
- Leaders need to adapt and know when a different approach will have greater impact

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How does this work contribute to helping us become A Brilliant Civil Service?

*Improved
outcomes*

People **perform better** when they are doing things they enjoy doing and can do well; **teams work better** when strengths of different colleagues compliment each other

*Effective
leaders*

Leaders **understand the impact of the flipside** of their strength on others and can adapt their behaviour; leaders can also **adapt their style when needed** e.g. during a crisis

*A great
place to
work*

More inclusive workplace and **more engaged staff** as they are doing things which play to their strengths **#CivilServiceLive @UKCivilService**



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What do you need to differently following this session?



Be (more) self-aware:

Of your own strengths and their flipside, your potential strengths and your weaknesses



**Be honest with, & kind:
to, yourself**

Particularly when looking for your next career or development opportunity



**Think about failure:
differently**

It's a step on the journey to success and it's ok to talk about it

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