

Human Potential and the Always Half-Full Glass

Chuck is a leader who finds that he is always assuming the best about people and usually sees their potential. This sometimes makes it difficult for him to make hard decisions promptly, although he realizes making tough calls is part of his job.

I have enjoyed coaching him as he often comes with questions related to staff and others. His signature themes include Positivity, Developer, and WOO. This was eye-opening to him. He loves to ponder, and one of his favorite phrases is, "Let me think about it, and I'll get back to you." He embraced the fact that he liked working with those who were inexperienced, unseasoned, and required that he be very patient. He also understood that he needed to learn to work with those who didn't have the patience to work with people that are often viewed as low-performers. He learned to embrace a perceived weakness and use it to his advantage. Often, others criticized him for not making the hard decision or for spending too much time considering what should be done. He was discouraged because he didn't know how to change this quality. Through the assessment he realized there was a way to approach leadership using his strengths. He has been on a journey learning to do that.

What most people dislike about him are often the things they also appreciate about him. Most people love his positive approach to life and ministry. They love that he is approachable and listens without rushing to offer a quick fix. Chuck loves to get out of the office and meet with his leaders, talking with them over the phone and helping them through their challenges. He has learned to empower his administrative staff to execute necessary tasks in the office, so he may function out of his strengths.

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