

Driven to Get “People Done”

Shane has Belief, Positivity, Developer, WOO and Harmony as his top five strength themes. There is no doubt that this report is accurate. In fact, it’s eerily accurate. I’ve known Shane since he was a 14 year-old punk street entrepreneur, and now he is a 45 year-old successful father, pastor, and businessman. When Shane was 14, he started a commercial office cleaning business. At that time, he lived in a depressed, tough, blue-collar section of town. Crime was high. A chance for a college education was extremely limited. Shane saw through it all—he was certain there was a way forward.

Shane was always sure he would be successful and that those he could influence could be successful, too. After Shane took the StrengthsFinder assessment and saw his top five, he was very eager to learn more. His eagerness was less about success and more about putting language to what he knew about himself. Almost everyone that knew Shane loved him. I mean, between WOO, Positivity, and Harmony, it was impossible not to love Shane. He and his lovely childhood sweetheart wife, Maria, needed more coaching so they could make sense of what drove Shane to act the way he acted.

I started by asking Shane what got him out of bed every morning, what made his heart beat faster. He said emphatically, “God! It’s like I see Him in absolutely every situation I’m in, whether I’m managing a roofing gig or eating at a restaurant with Maria and the kids. I absolutely have to tell someone that God loves them.” It was a rhetorical question, of course. I shared with him that his Belief theme was likely the gas that fueled his engine. It informed and directed his other strengths.

I helped Shane and Maria see that four of Shane’s five strengths were in the Relationship Building and Influencing domains. He learned that his primary strengths were all related to engaging with people, but what drove his people skills was his Belief, which was squarely inside the Executing domain. He learned that some people’s strengths drive them to get tasks done, but he is driven to get “people done.”

Thomas J. Trageser

GALLUP® Certified Strengths Coach

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