

Enhancing Practice 2022 Conference

*20:20 Vision – Transforming Our Future
Through Person-Centred Practices*

WEDNESDAY 6 – FRIDAY 8 APRIL 2022
SAGE HOTEL WOLLONGONG, NSW AUSTRALIA

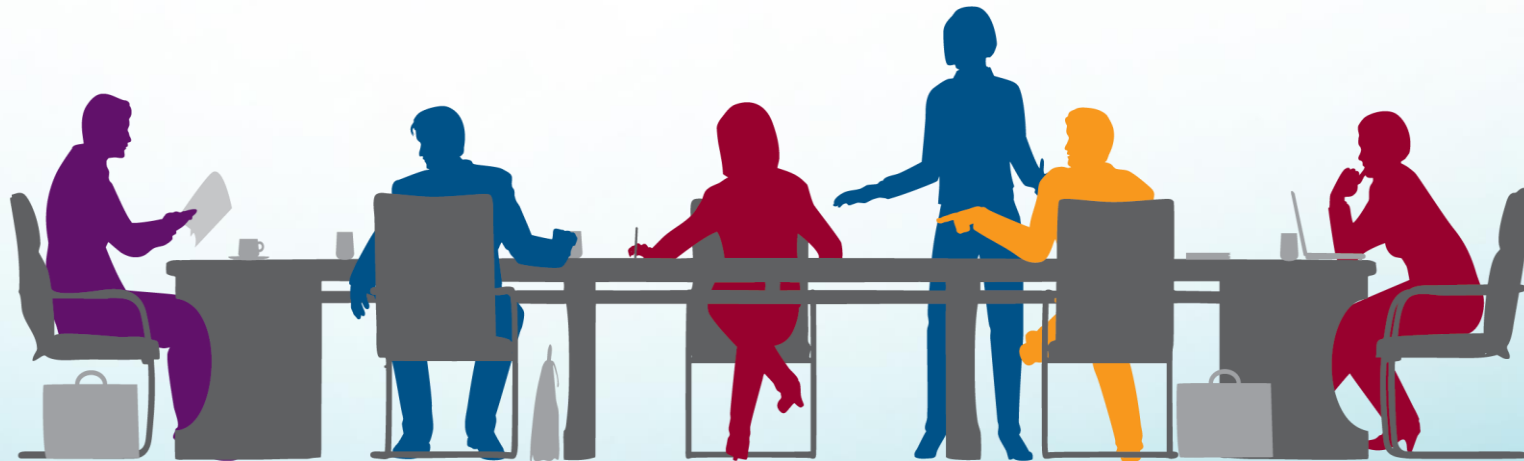
#enhancingpractice2022



working together
to develop practice



The key to **success** is to fully understand how to apply your greatest **talents** and **strengths** in your everyday life.



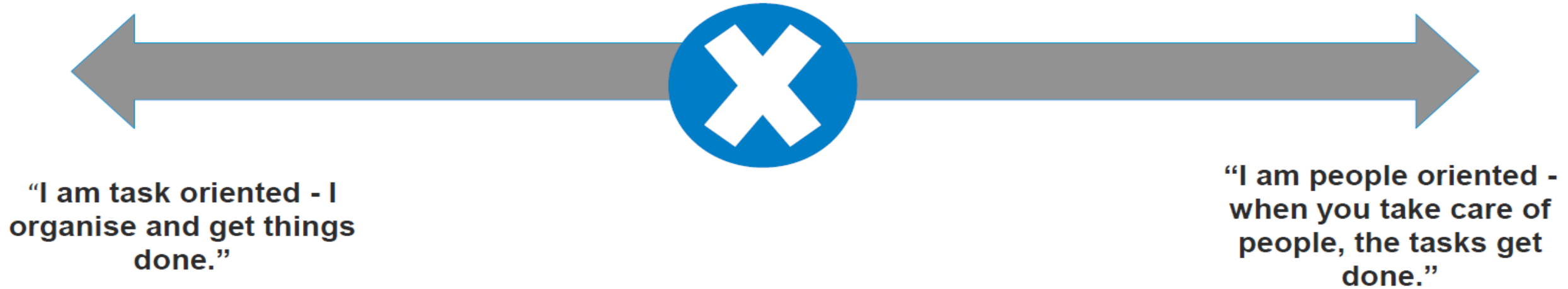
Take a **STAND**



**We have a new project.
Let's get going. We need
action!**

**We have a new project.
Hold on. Let's think
this through.**

Take a **STAND**



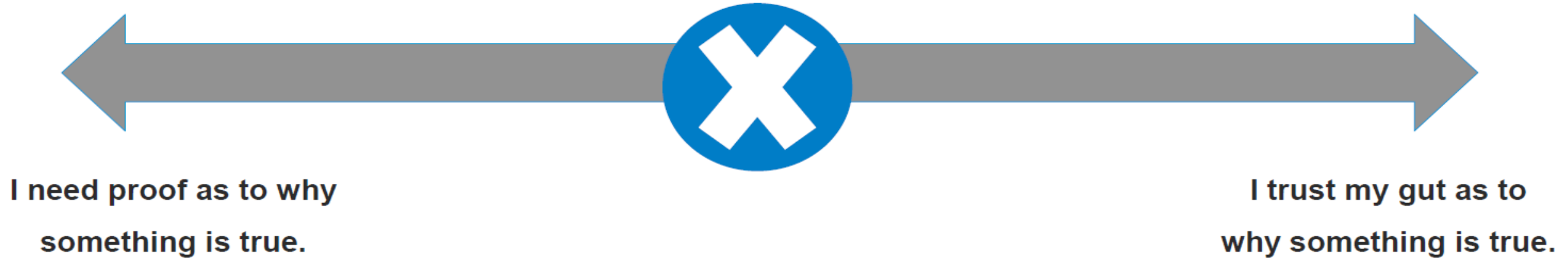
Take a **STAND**



**This is good, but we can
make it better.**

**This is good.
Let's move on to the
next thing.**

Take a **STAND**



EVERYONE HAS TALENT

Talent is a naturally recurring pattern of thought , feeling or behavior that can be productively applied

Examples of talent include:

- Effortlessly and instinctively starting conversations
- Thinking in an orderly or timely manner
- Being able to easily influence others
- Seeing patterns in data
- Consistently having a positive outlook on life

“What will **happen** when we think about what is **right** with people rather than **fixating** on what is **wrong** with them?”



Donald O. Clifton, Ph.D.
psychologist and business
executive
(1924-2003)

Conventional thinking

Most behaviors can be learned

Best in role have same behaviors

Weakness fixing leads to success

Strengths approach

Only some behaviors can be learned

Best in role deliver same outcomes using different behaviors

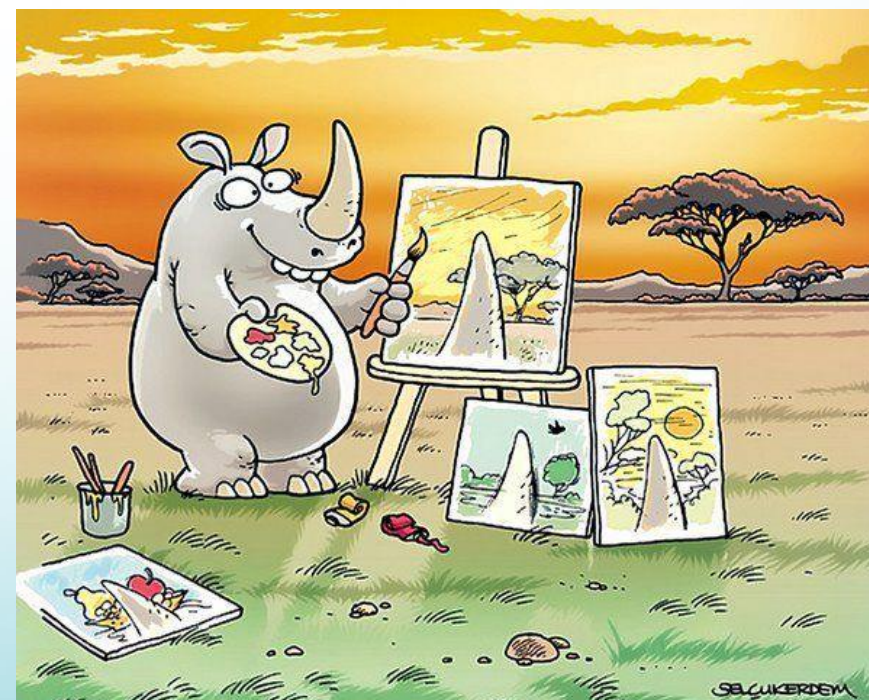
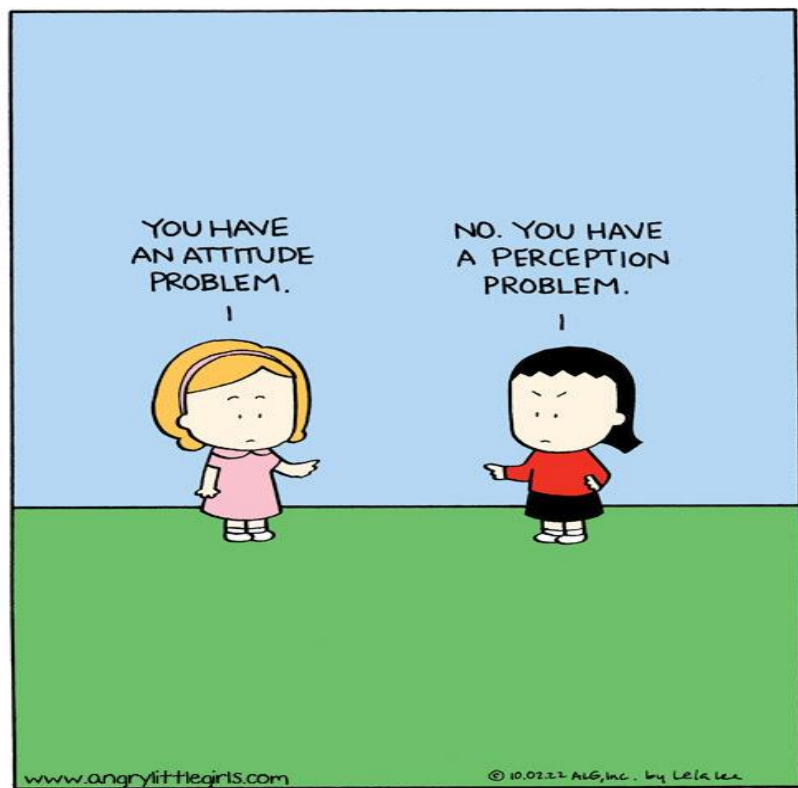
Weakness fixing prevents failure , strengths building leads to success

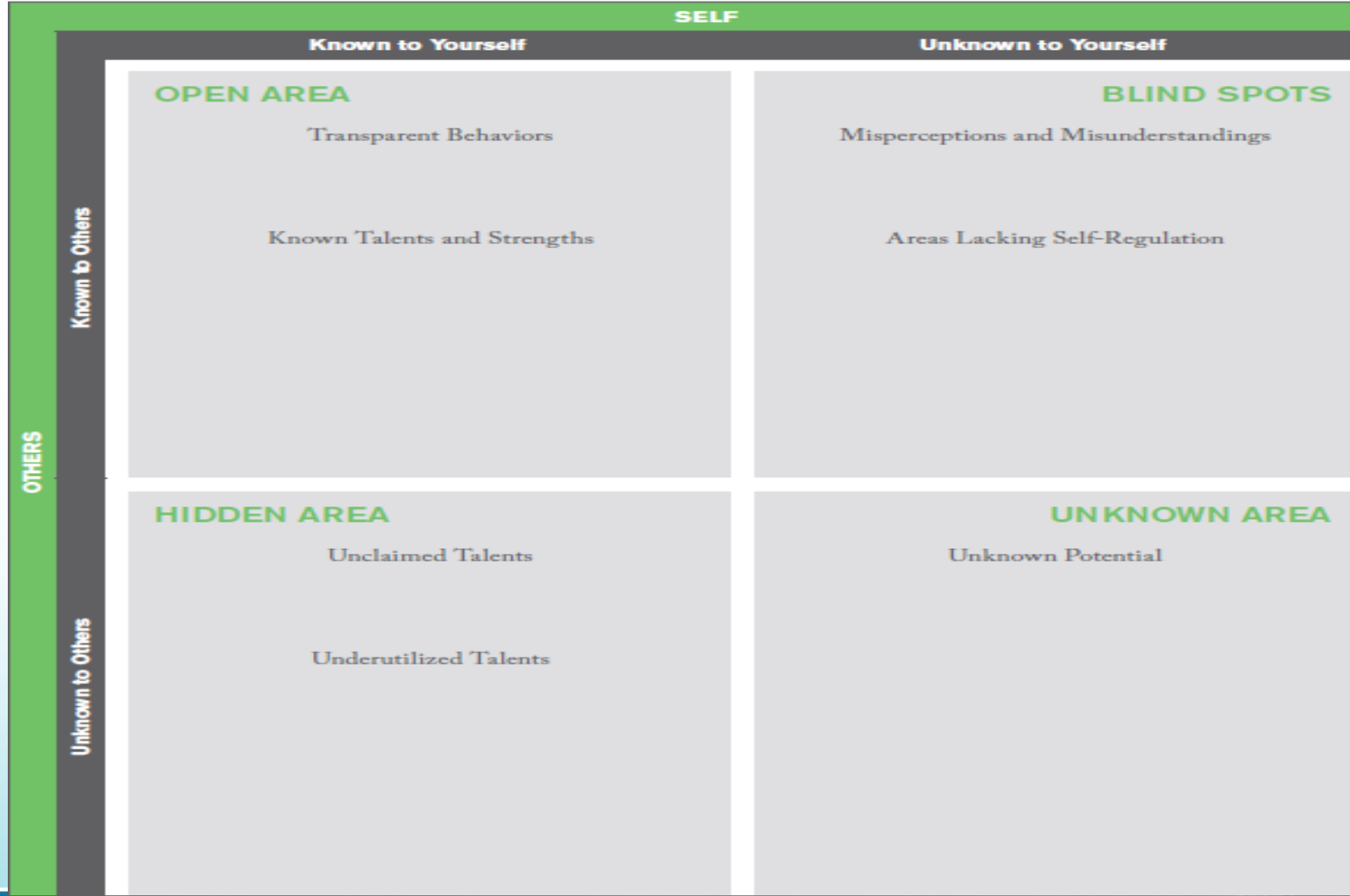
PEOPLE WORKING IN THE STRENGTHS ZONE ...

- look forward to going to work
- have more positive than negative interactions with colleagues
- treat colleagues/patients/consumers/clients better
- tell their friends they work for a great organization
- achieve more on a daily basis
- have more positive, creative, and innovative moments

Talent **X** investment = Strength

Talent	Strengths
Potential	Performance
Being (who you are)	Doing (what you do)
Soul	Role/goal
Aptitude	Application
Internal (invisible)	External (Observable)
Raw (undeveloped)	Mature (invested in self)





Think about your best day at work...

How would you describe your best days at work?

What makes these days different for you?

How do you feel on these days at work?

We Act Differently When We Are Engaged

We are 100% psychologically committed to the job.

We know the scope of our jobs and look for new and better ways to achieve outcomes.

We are more productive.

We work more efficiently.

We are safer.



Engaged employees and teams have more energy to take on **challenges**, increase their **productivity** and **positively affect those around them**.

People who like what they do every day are **2X** more likely to be thriving in their lives overall.

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