

JOB SHAPING

SHIFT YOUR
ROLE TOWARD
STRENGTHS &
SATISFACTION

**LEAD
THROUGH
STRENGTHS**

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IF YOU HAD A MAGIC WAND...




What job
responsibilities or
tasks would make
up more of your
day?



**GET
MORE
GOOD**

**GET
LESS
BAD**

THINK OF YOUR CLIFTONSTRENGTHS TALENT THEMES



What type of
thinking, being, or
doing would be
energizing to your
top talents?

HOW FIXED IS A JOB DESCRIPTION?

JOB SHAPING EXAMPLE: MEECHA

Management
Consulting

Talent
Development





GET DREAMY

No limits: what types of projects or roles would you like to try in the future?

Think of at least 3. They can be based on expertise or strengths ...or that they simply look fun.



How can you learn the true details of the work so that you see beyond the romanticized version?

SHADOWING

- + begin networking with cool people who do it now
- + understand experience you need to be a viable candidate for the assignment



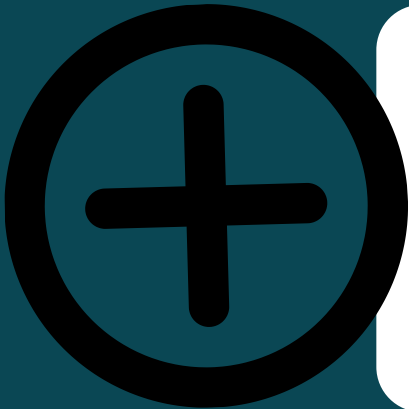
GROWING

Who do you need to become so that you can be seen that way?

Any reputation-limiters to address?

Weaknesses to mitigate?

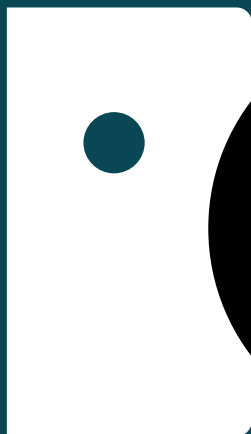
Overused strengths to dial in?



**GET
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IF YOU HAD A MAGIC WAND...

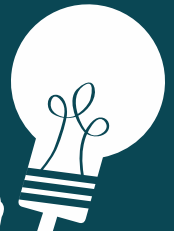


Which of your current
job responsibilities
would you erase?

ACTION



Idea



ASK

Is This
Still
Useful



JOB SHAPING EXAMPLE: STEPHANO

Dozens
Of Hours
Manually
Pulling Data

Dashboard
That Didn't
Tell An
Accurate Story



ACTION  *Idea* 



JOB SHAPING EXAMPLE: JOANIE

One email
made 100
email babies.



One
communication.
Monthly webinar.



ACTION Idea



JOB SHAPING EXAMPLE: RAM

Everyone on
the team
dreads
escalation calls



Ram gets to
live in problem-
solving SME
headspace



ACTION  *Idea* 

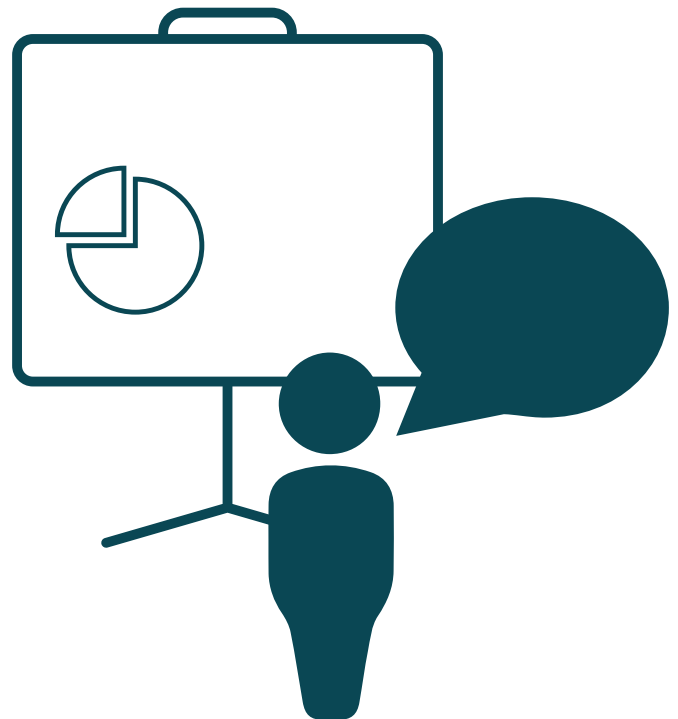


JOB SHAPING EXAMPLE: ME

He loves pivot tables. He hates the dog & pony show.



Lisa loves presenting. She hates 40 pivot tables/day



THINK OF YOUR CLIFTONSTRENGTHS TALENT THEMES

Based on your top
talents, what's
draining? What
wears you out?
What do you
procrastinate?



AMPLIFYING

What's fun - and you want more of it?

What unknown skill would you love to use at work?


What's a strength or area of potential that you haven't been able to use at work yet?

DON'T FORGET

IF YOU'RE PITCHING THIS TO YOUR
LEADERSHIP TEAM, REMEMBER TO
ALIGN WITH BUSINESS THEMES

FOR EXAMPLE:

- Efficiency
- Revenue Growth
- Profitability
- Reduced Labor Costs
- Innovation
- Customer Satisfaction
- Situational Fluency
- Decision-Making Speed
- Raising The Bar
- Collaboration



BROADEN YOUR VIEW OF WHAT YOU COULD BE KNOWN FOR

- ☐ STRENGTHSFINDER
- ☐ 3 THINGS: FIRST THREE WORDS YOU THINK OF
- ☐ /ADJECTIVES PAGE
- ☐ /VALUES PAGE
- ☐ WHAT COMES EASILY TO YOU?
- ☐ WHEN DO YOU LOSE TRACK OF TIME?
- ☐ ON PAST PERFORMANCE REVIEWS, WHAT WINS & VIRTUES GET CELEBRATED?