Strengths
Approach to Scholarship

Azusa Pacific University
Goal of this Session

• Goal is to help you become an even more effective and productive researcher than you are already.

• To accomplish this we are going to:
  - Utilizing a strengths perspective, we will delve into what brings you the energy to produce your scholarship and what hinders the effective production of your scholarship.
  - Explore how to leverage the strengths of others to produce effective collaborative research.
Overview

Goal is to help you become an even more effective and productive researcher than you are already.

Agenda

- Strengths and the scholarship process
- Managing the shadow side of a strength to be a productive scholar
- Utilizing a strengths approach to collaborative research

© Noel Strengths Academy
Strengths Overview

• Energy is the key to productive scholarship

• Balancing what gives us energy and what takes energy from is essential for the completion of a research project.

• The use of our strengths in the direction of something we deeply care about creates a wealth of energy.
Start with Talent

“… a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.”
--Clifton & Harter, 2003

Ways of processing information

Ways of interacting with people

Ways of seeing the world

Habits, behaviors, or beliefs that lead to greater effectiveness
How Does a Talent Become a Strength?

Talent \times \text{Investment} = \text{Strength}

Predisposition \quad \text{Skills} \quad \text{Knowledge} \quad \text{Developed} \quad \text{EFFORT}

Investment is a MULTIPLIER of talent!
Strengths and Examples of Scholarship Inclinations

Who gets energy brainstorming the project?
   Ideation
   Communication

Who gets energy mapping out the methodology?
   Strategy (overall project direction)
   Arranger (logistics of how to make the project happen)

Who gets energy from qualitative research methodology?
   Individualization

Who gets energy coming up with a compelling research project?
   Belief
   Ideation

Who gets energy in pulling together a collaborative research team?
   Relator
   Includer

© Noel Strengths Academy
Strengths and Examples of Scholarship Inclinations

Who gets energy pursuing necessary grants?
   Woo

Who gets energy getting IRB permissions completed?
   Activator

Who gets energy from gathering literature?
   Input
       Context

Who gets energy from working with subjects?
   Includer
       Empathy

Who gets energy from being lead researcher?
   Command

© Noel Strengths Academy
The Scholarship Process

Idea Creation

Searching the Literature
Framing your Question
Creating your Methodic logical approach
Implementing the study
Running the data
Analyzing the data
Writing the results

Take a few minutes and complete the scholarship worksheet.
But What About Weaknesses?

There is a difference between:
weaknesses or non-strengths and
the shadow side of our strengths

Managing our weaknesses includes:
Using our strengths to develop new approaches
Partnering with others
Learning the skills and/or knowledge needed.

Addressing the shadow side includes:
Recognition when our strengths are hindering excellence
Developing techniques to utilize our strengths in positive ways
Strengths, Collaboration, and Moral/Biblical Practice

• Practice hospitality

• Cultivate the virtues of humility, docility, gratitude, faithfulness

• Live out the Biblical “one another’s”
  - Bear one another’s burdens
  - Edify one another
  - Encourage one another
  - Accept one another
  - Pray for one another
  - Love one another

• Move through the interactive process from debate, to discussion, to dialogue, and on to discovery.

© Noel Strengths Academy
Strengths & Collaboration: Scholarship Issues

How do we write our grant, in light of our strengths constellation and/or lack of strengths?
   Ex: Include request for grad. student with “responsibility” or “discipline” as project manager?

Do we invite students in various elements of the process? How do we make this determination?
   What strengths/skills do we need from them?

Do we need to seek out someone else outside our University?
   What strengths do we need from the person we pursue?
      Ex: Strengths that correlate with being a content expert?
      Ex: Strengths that correlate with our chosen methodology?

© Noel Strengths Academy
Use strengths to help your collaborative scholarship in issues that surround the actual work:

- Problem solving in methodology/data collection
- Interpersonal conflict resolution on the team
- Scheduling meetings, data collection, interviews, flow-chart; logistics
- Following up on grants
- Contacting subjects
- Investigating submission possibilities
Dr. Eileen Hulme
Azusa Pacific University

© Noel Strengths Academy