

Be a Strengths-Based Leader:

- ❑ Identify team members' strengths and acknowledge when they are using their strengths.
- ❑ Engage in difficult conversations in a respectful manner, have a 'Care-frontation' rather than confrontation.
- ❑ Fully engage in your own strengths and use strengths language in internal and external communications (i.e. emails, speeches, meetings).
- ❑ Attend strengths trainings and encourage others to attend to learn more about their own strengths and the strengths of others.
- ❑ Change your NKU password to a strength or positive phrase as a reminder to lead with strengths and positivity every day.
- ❑ Meet people where they are, regularly ask how people are doing; listen and care about the response.
- ❑ Honor and value others' humanity and strengths by showing appreciation and recognizing their unique contributions.
- ❑ When caught in a downward spiral of negativity, call yourself out on it and change the thought and communication to a positive strength. Look for the strength or positivity in a negative situation.