

# My Strength's DNA

*Brenda's Example*

**My Strength:** Listening to others in conflictual situations

Specific Talent(s): Naturally wants to listen to people and hear their perspective, recognizing and appreciating diversity.

**Talent Themes in use:**

*Harmony* – Creating an environment where people can speak and be heard.

*Maximizer* – Honoring everyone's unique qualities and preferences.

*Learner* – Acquiring new knowledge from others.

*Adaptability* - Flexibility and quickly adjusting to unexpected circumstances.

*Connectedness* – Building bridges between people and groups.

**Knowledge:** Taken an "Art of Listening" course in graduate school.  
Attending multiple workshops on how to listen not just hear.  
Participate in staff book study on *redeeming Conflict*.

**Skills:** Listening for understanding, ask curiosity questions for further comprehension, do not assume the person's intention.

**Practice:** In a large meeting situation, there were two opposing views.  
Affirm the concern of each of the parties. Let them know their opinions and voice has been heard. Reflect back what I heard.  
Acknowledge the challenge and benefit from each opinion.

Example shared by Brenda K.