

**Contra Costa County Leadership Academy
Session #5 – Core Values & Leadership Strengths**



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Core Values & Leadership Strengths

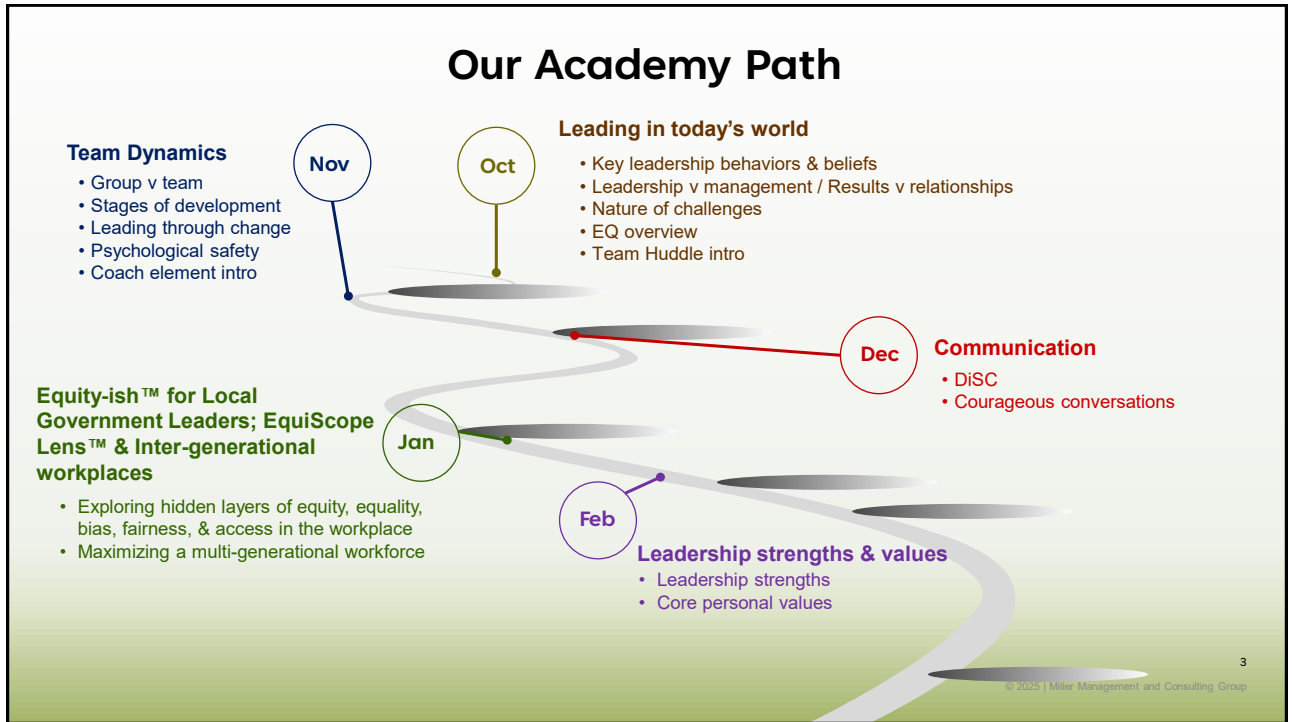
**Contra Costa County
Leadership Academy**

**Session #5
February 4, 2026**

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Team Huddle Reports



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Debrief Coaching Conversation #2

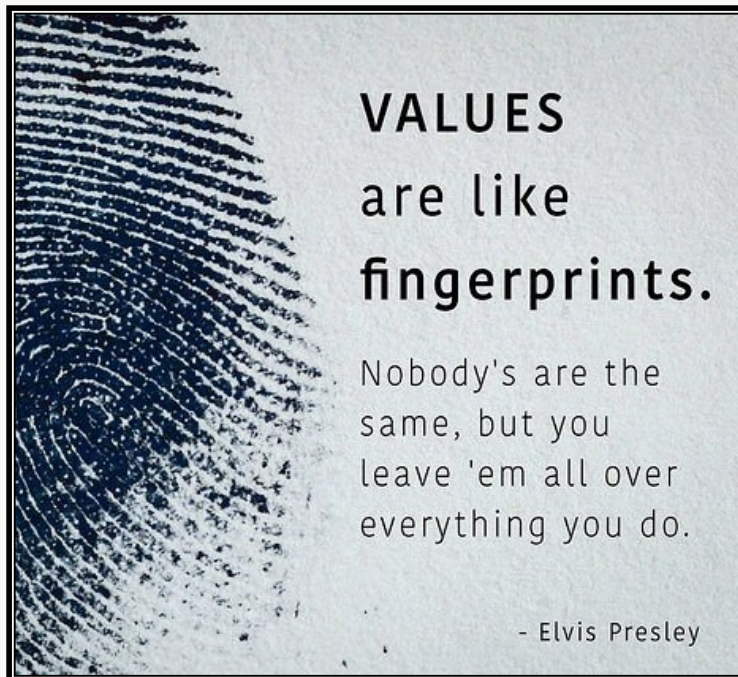
Initial Development Conversation



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VALUES
are like
fingerprints.

Nobody's are the same, but you leave 'em all over everything you do.

- Elvis Presley

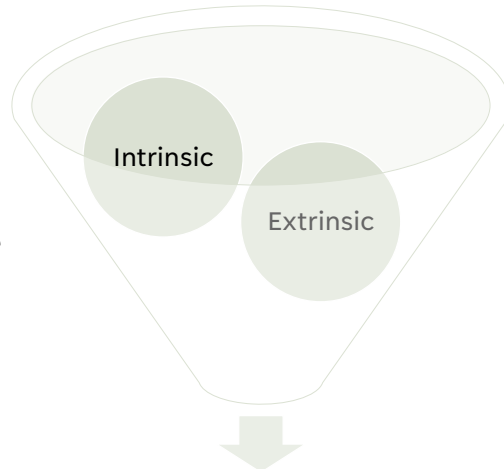
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Two Types of Values

Intrinsic

A value something has in itself - something we value for sake of that thing.



My Values

Extrinsic

A value something has because of what it can lead to or because of its usefulness.

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Understanding My Personal Values



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Make some notes



How do these values
manifest/show up
in my life?



In what ways are they
important to my
work/professional life?

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Share

- ❖ What your top 10 values are and what they mean for you (as you define them)
- ❖ How they show up in your life and influence your decisions



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Integrity is choosing
your thoughts and actions
based on values rather
than personal gains.

-Chris Karcher



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Premises

The best leaders have an acute awareness of their natural strengths & their limitations



We gain far more when we expend effort building on our greatest talents



Your job as leader is to help each person and the team leverage those strengths for maximum contribution and results

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Leadership Strengths/Talents

- ❖ What would happen if we studied what was *right* with people?
- ❖ Strengths are viewed as the result of maximized talents.
- ❖ A strength is a mastery created when our most powerful talents are *refined with practice* and *combined with acquired relevant skills and knowledge*.



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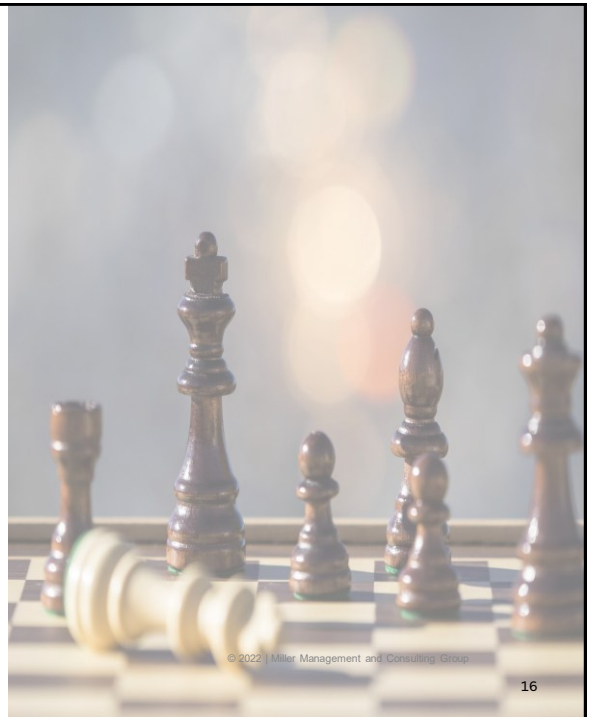
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Clifton's greatest discovery after 30+ years of leadership research...

"A leader needs to know his strengths as a carpenter knows his tools, or as a physician knows the instruments at her disposal.

What great leaders have in common is that each truly knows his or her strengths – and can call on the right strength at the right time.

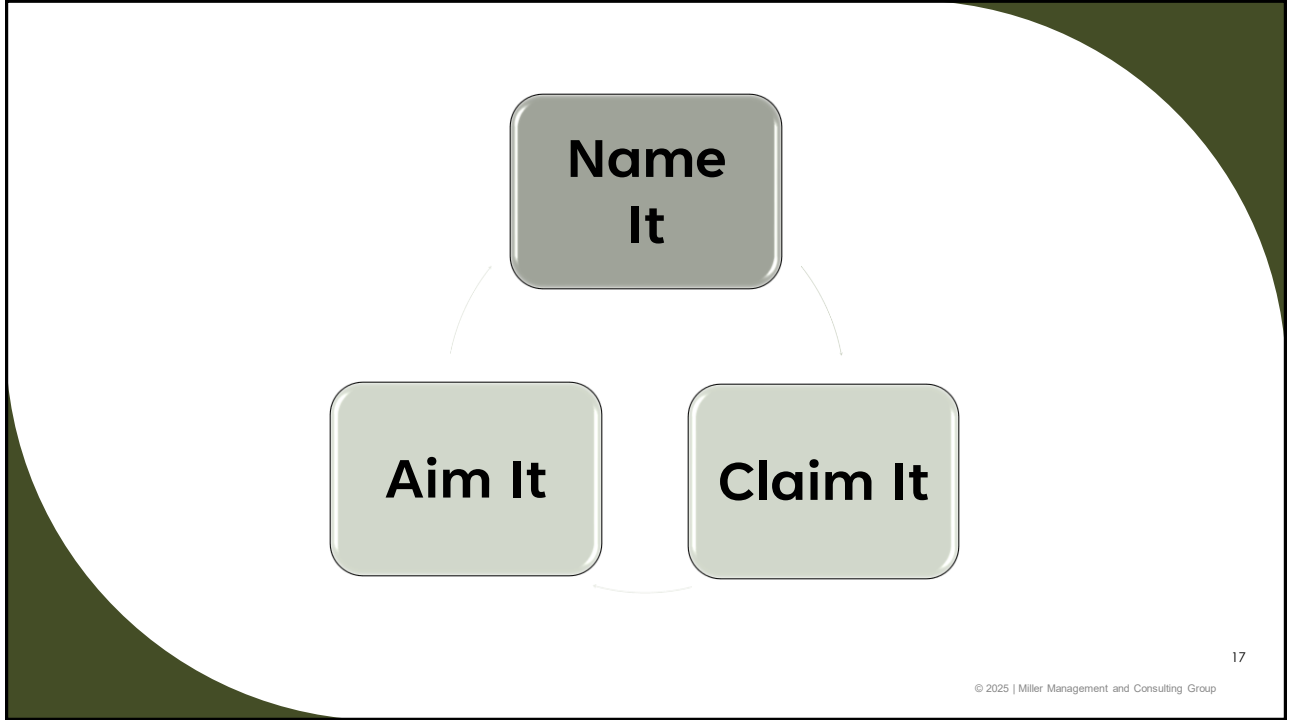
This explains why there is no definitive list of characteristics that describes all leaders."



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Executing Strengths/Talents

- ❖ Achiever
- ❖ Arranger
- ❖ Belief
- ❖ Consistency
- ❖ Deliberative
- ❖ Discipline
- ❖ Focus
- ❖ Responsibility
- ❖ Restorative



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Influencing Strengths/Talents

- ❖ Activator
- ❖ Command
- ❖ Communication
- ❖ Competition
- ❖ Maximizer
- ❖ Self-assurance
- ❖ Significance
- ❖ Woo



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Relationship Building Strengths/Talents

- ❖ Adaptability
- ❖ Connectedness
- ❖ Developer
- ❖ Empathy
- ❖ Harmony
- ❖ Includer
- ❖ Individualization
- ❖ Positivity
- ❖ Relator



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Strategic Thinking Strengths/Talents

- ❖ Analytical
- ❖ Context
- ❖ Futuristic
- ❖ Ideation
- ❖ Input
- ❖ Intellection
- ❖ Learner
- ❖ Strategic



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What do I think / how do I feel
about what I'm reading?



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Lauren Sugayan's Career Journey

- ❖ Listen & take notes
- ❖ Try to discern some key traits, characteristics, pivotal points, highs-lows, and decisions

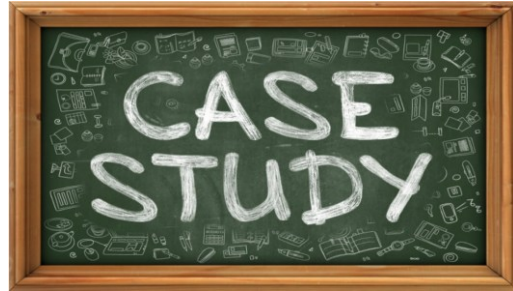


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Lauren's Case Study

Listen & take notes

- ❖ What went well?
- ❖ What did not go so well?
- ❖ What can we learn for our future practice?



Lunchtime...let's eat!

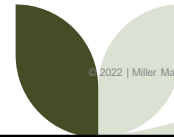




Understanding My Leadership Strengths/Talents

Reflecting on your own career journey to this point, make some notes about how each of your 5 top strengths/talents manifest at work - how are you using and leveraging them?

Make some notes about any connections you see between your core values and your top 5 strengths/talents, and your DiSC style and strengths.



Share

- ❖ Your strengths/talents & the domains
- ❖ What you read that inspires you
- ❖ How you are/have used the strengths/talents at work
- ❖ Values connections you noted
- ❖ DiSC style connections you noted



Ways In Which My Strengths Influence How I “Show Up”

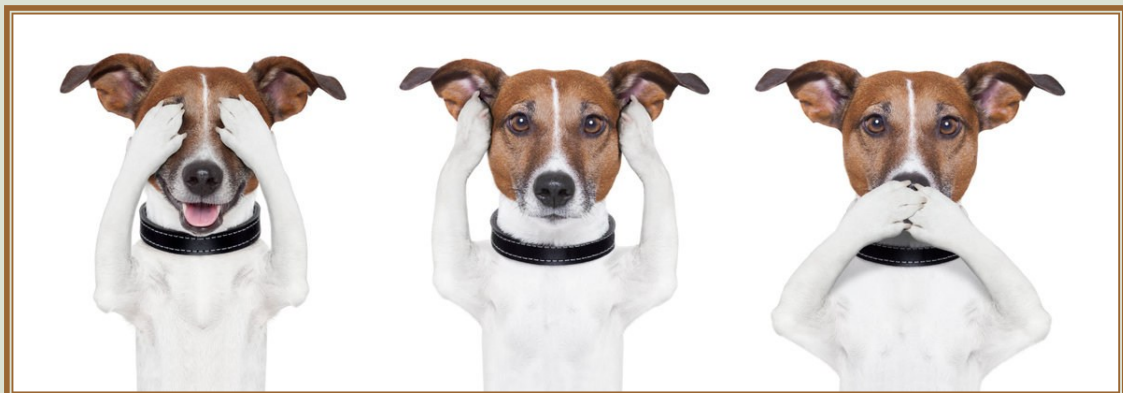
- ❖ What are 2-3 of my strengths that influence how people view me most often?
- ❖ Given those strengths, how would I like people to view and experience me?



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My Blind Spots



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Share in Pairs

- ❖ What are 2-3 of my strengths that influence how people view me most often?
- ❖ Given those strengths, how would I like people to view and experience me?
- ❖ What are the blind spot behaviors I am most prone to for those strengths and how they might diminish that strength?



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Maximizing My Strengths/Talents



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**In reflecting on my
values and
leadership strengths,
I now know that I...**

**How I will use that
insight going forward
is...**



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Resources

- ❖ *CliftonStrengths® Resource Guide for Managers*. (2020). New York, Gallup Inc.
- ❖ Clifton, Jim and Harter, Jim. *It's the Manager*. (2020). New York, Gallup Press.
- ❖ Lencioni, Patrick. *Make Your Values Mean Something*. (July 2002).
- ❖ Rath, Tom. *Strengths Based Leadership*. (2008). New York, Gallup Press.
- ❖ Values Based Leadership: Traits and Benefits. Indeed editorial team. Published April 17, 2020 and updated May 18, 2022.
<https://www.indeed.com/career-advice/career-development/values-based-leadership>



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Preparing for March 4

- ❖ Topics are:
 - ❖ *Solving today's challenges with a new level of critical & creating thinking*
 - ❖ *Risk-taking in problem solving*
- ❖ Guest speaker - Chief Eric Saylor, El Cerrito/Kensington Fire Dept
- ❖ Elect 2 graduation speakers from cohort

Pre-Work

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Thank you for today



Pamela Miller

pmiller@millermcg.com

Wandzia Rose

wandziarose@gmail.com

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