



ANDY
SOKOLOVICH

GALLUP® Certified Strengths Coach & Motivational Speaker

Mapping Out Your Path of Least Resistance

"When I left the military after 11 years, I had no idea what my natural talents were. I knew how to land an airplane, but lost sight of my abilities as an individual. StrengthsFinder acted as compass navigating me toward the path I am on today. Now I want to share that experience with others."

~Andy Sokolovich, GALLUP® Certified Strengths Coach



STRENGTHS LEADERSHIP MOTIVATION

Andy inspires organizational leaders to think outside of job descriptions, and leverage individual strengths to solve problems, increase engagement, and boost morale. In May of 2014, Andy graduated the GALLUP® Accelerated Strengths Coaching course in Omaha, Nebraska. Now, as a GALLUP® Certified Strengths Coach and the owner of UnleashStrengths, Andy grips the attention of his audience by focusing on what THEY do best! How often are we given blanket permission to toot our own horn, and develop strategies around our gifted natural talents?

Using the Clifton StrengthsFinder Assessment pioneered by GALLUP®, Andy will introduce you to 34 terms that, once implemented into the workplace, will enhance efficiency, eradicate time leeches, and lubricate intra-office communication. Andy is the host of the podcast, THEME-ADDICTS. His show helps those new to Strengths-based development identify their talents and aim them in a direction that yields the greatest results. Andy has interviewed professionals from the US, Pakistan, France, Australia, Dubai, South Africa and the UK.



In response to a question posed by those who took the assessment, “Now what?!” Andy authored the eBook 5 Steps to Kick-Starting Your Top 5. In the eBook, Andy shares five steps you can apply immediately to ensure you are taking full advantage of your personalized Theme Insights Report. The assessment is only the first step in your revealing Strengths journey. Knowing how to apply this new-found knowledge is the secret sauce!



Andy's Most Requested Talks

The Solution Starts with YOU

A myth exists that if we focus on our weaknesses and treat our strengths as an after-thought, all of our problems will be solved. Managers spend more time working with struggling employees, and less time fostering the growth of their most talented workers. Performance reports are generated on staff members highlighting areas of needed improvement more so than areas of greatest strength. Job descriptions limit the ability to share one's talents in areas where it might be needed most.

Up until recently, the verbiage did not exist that could be used to identify a person's unique grouping of talents. The Clifton StrengthsFinder assessment now acts as a compass leading you through the journey towards Strengths-based success and satisfaction.

Nothing is more rewarding than succeeding at life by simply being YOU!

Talking points:

- Define Strengths-based Development
- What do you need from others to be at your best?
- Kick-Starting Your Top 5
- Now what? How to Apply What You've Learned

A Strengths-Based DREAM TEAM

Learning to leverage the talents of others to create a well-rounded organization will benefit everyone involved. You now have in your possession, a tool that grants you the ability to leverage the talents of others in an effort to increase mission effectiveness, develop an engaged workforce, and inject a feeling of pride and satisfaction amongst everyone involved. When we acknowledge strengths in others, we are saying that we value them as individuals. They are not a cog in a machine that runs on punch cards and muscle. Every person brings to the table a unique grouping or bundle of talents. Talents, which if left unused, will result in a decrease in morale, company loyalty, and retention.

Now that you have identified these areas of strength, it's time to develop your DREAM TEAM!

Talking points:

- Introduction to the Four Domains of Strengths
- Creating a Team Strengths Grid
- Why does a TEAM need to be well-rounded?
- The importance of recognition (The Bucket Concept)

Why Great Leaders Recognize Talent Not Weakness

Great leaders target their efforts toward the development of Strengths in both themselves and their followers. They also understand the need to surround themselves with those individuals who possess talents different from their own. Progress is made when problems are solved in a manner that never stunts forward momentum. In order to ensure the path toward success is lubricated, leaders must learn to leverage the talents of others.

If you focus on your follower's weaknesses, they will lose confidence. A team which lacks confidence is ineffective, and will fail to meet their mission objectives.

Talking points:

- Start by identifying your own Strengths
- How leading through imitation is fatal
- Learn to understand the needs of your follower's
- Compassion vs. Coddling



What others are saying

"Andy Sokolovich is a dynamic and wonderfully insightful Strengths Coach! We sought out Andy to provide Strengths training to our high school senior and college age youth leadership program. Andy does a great job of engaging the students with personal examples and finding ways to connect with his audience, regardless of age or life interests."

- Heather Mohler, Leaders Emerging and Developing (LEAD) Co-Coordinator, Eastern Iowa Community Colleges

"Andy has a positive presence and provides a connectedness that makes his audience understand the information he is sharing and how to make it personal to them. We would enthusiastically recommend Andy for any type of Strengths training opportunity and will certainly be inviting him back to offer Strengths training for future meetings."

- Waunita Sullivan, Ashford University

"Andy's knowledge and depth of understanding of Strengths was evident. He understood where his students were at and literally sat down to have a conversation with them...exactly what we asked for! Our students were engaged and excited! It was clear that he sparked something in the group he was speaking with. Overall the workshop was a great success!"

- Lindsay Adolphs M.S. / Associate Director of Career Services/ Ashford University

To book Andy for your next event:

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Email andy@unleashstrengths.com

Or visit www.UnleashStrengths.com

Share your Strengths journey with Andy

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 [Twitter.com/UnleashCSF](https://twitter.com/UnleashCSF)