



HOW PAST WORLD LEADERS *USED THEIR STRENGTHS*

Learn to make the most of your natural abilities

By Greg Skloot, President of **Crystal** 

TABLE OF CONTENTS

- 3 THE IMPORTANCE OF UNDERSTANDING YOURSELF
- 4 UNDERSTANDING PERSONALITY
- 6 MARTIN LUTHER KING JR.
- 7 NELSON MANDELA
- 8 MOTHER TERESA
- 9 ALBERT EINSTEIN
- 10 DISCOVER YOUR STRENGTHS



THE IMPORTANCE OF UNDERSTANDING

It's easy to get caught up in what you're not good at - in fact, as people, we tend to focus much more on the negative than the positive. This is known as "negativity bias". Though there are certain evolutionary reasons for us to pay closer attention to what isn't working, it can cause us to lose sight of what we can do.

Those that are able to understand and take advantage of their own strengths can often have a much bigger impact on the world. In fact, some of the most well-known world leaders are recognized because of their ability to make the most of their own, natural strengths.

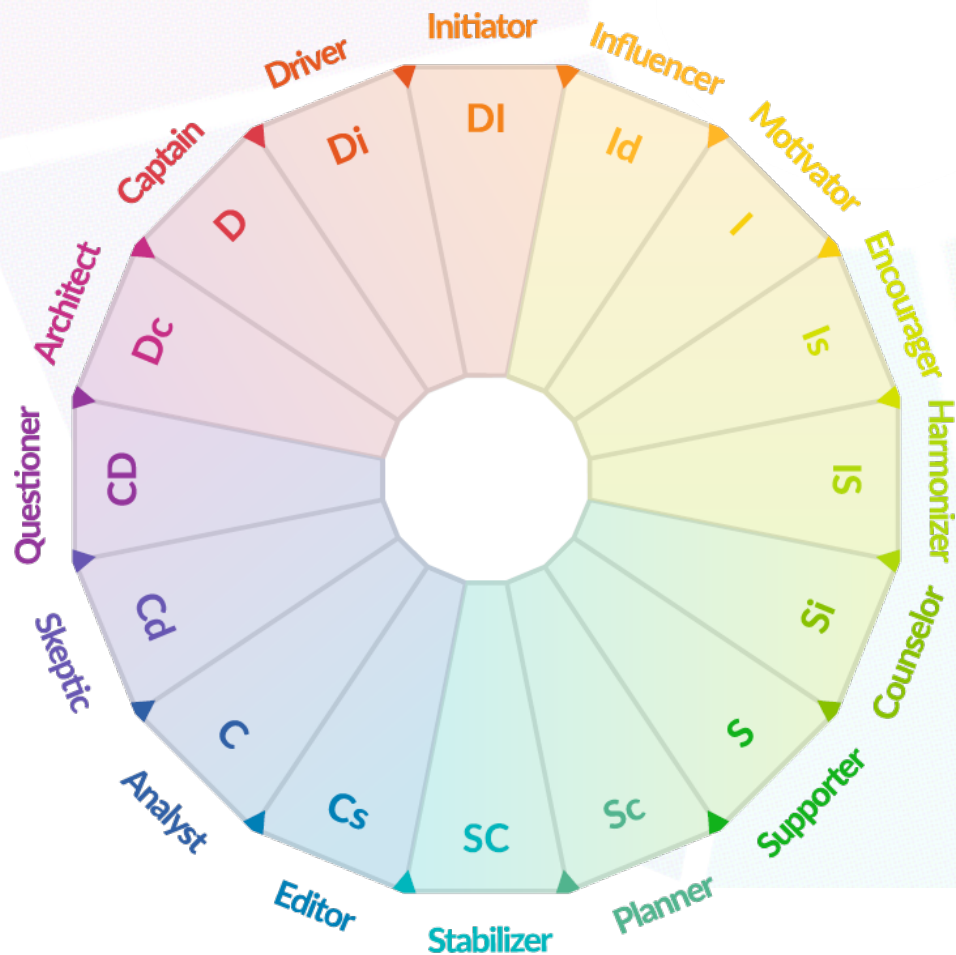
When you're able to practice self-awareness, you can learn to use your strengths to benefit yourself and the world around you. The first step to learning more about your own abilities is to understand your personality.



UNDERSTANDING PERSONALITY

Without getting too technical, Crystal uses a framework called DISC to classify personalities into a few categories that we refer to as D (dominance), I (influence), S (steadiness), and C (conscientiousness). Each of us has a primary DISC type in one of these categories and sometimes a secondary DISC type in another. To keep things simple, we separate these into easy-to-remember labels called Archetypes.

You can see them all on this graphic called the Personality Map:



Below is a breakdown of common personality traits within each of the categories in DISC.



D Personality Types: *Captains, Drivers, Initiators, Architects*

- Motivated by control over the future and personal authority
- Tend to prefer instant, concrete results and having an advantage over competition
- Communicate clearly and succinctly

I Personality Types: *Influencer, Motivator, Encourager, Harmonizer*

- Motivated by innovative, unique, creative ideas and excited by the future
- Tend to prefer building new relationships and experiences
- Communicate in a casual, expressive way



S Personality Types: *Counselor, Supporter, Planner, Stabilizer*

- Motivated by peace, safety, and others' wellbeing
- Tend to prefer security, reliability and trust
- Communicate in a friendly and genuine way

C Personality Types: *Editor, Analyst, Skeptic, Questioner*

- Motivated by logic, information, and problem solving
- Tend to prefer accurate information and quality solutions (quality over quantity)
- Communicate in a business-like, fact-based way



These key traits are important to consider when learning more about yourself and others. For example, someone who is a cautious, people-oriented Supporter (S) is less likely to be naturally assertive or confrontational, while a Captain (D), on the other hand, tends to be more direct and confident, but may have a more difficult time patiently listening to others. By understanding personality, you can learn more about how others have taken advantage of their natural strengths and how you can do the same.





Martin Luther King Jr.

Driver (Di)

As a Driver, Martin Luther King was strong-willed and outspoken. He practiced self-awareness and used his natural strengths to fight back against racism and violence. While many other people looked to his example, he showed bravery in being himself, regardless of the pushback he faced.

Here are a few key strengths he practiced throughout his life:

DRIVE AND DETERMINATION

MLK saw and felt the sting of injustice and rather than sitting back and allowing this to continue, he persistently stood up for his beliefs. He didn't let anything slow him down or stand in his way. He knew what was right and he stayed committed to his cause, no matter how big the goal may have felt at the time or what pain he faced along the way.

CONFIDENCE

Despite how he was treated by many, MLK knew his worth and chose to not let others define his value. He used his confidence to advocate for change, capture audiences, and carry on through the most difficult situations.

INTENSITY

Martin Luther King didn't tiptoe around the issue of racism. He called it for what it was and declared it in front of everyone. He was an example of strength and assertiveness. While he did so peacefully, he showed tremendous power in his speeches and was always ready to stand up again when he was knocked down.





Nelson Mandela Counselor

Counselor (Si)

Mandela showed great compassion and care for others, despite the horrors he faced in South Africa during the apartheid. He was able to connect with other people on a deeper level and used his natural strengths to advocate for reform and reconciliation in a country recovering from intensive segregation.

Here are a few key strengths he exhibited throughout his life:

PEACE AND PATIENCE

He saw the face of the horrific apartheid and showed people grace and patience, even when they didn't deserve it. His approach to injustice, even after being imprisoned for almost 30 years, earned a Nobel Peace Prize for his "work for the peaceful termination of the apartheid regime, and for laying the foundations for a new democratic South Africa."

EMPATHY

Nelson Mandela showed great care to those around him. He was often able to connect with people so easily because he was able to truly see things from their perspective. His attitude toward others was exemplified in many of his speeches, where he advocated for care and compassion over revenge and resentment.

BENEVOLENCE

When he was elected as President of South Africa, he used his platform to fight poverty and HIV/AIDS, improve the country's healthcare, and more. Despite how deeply affected he was by those who enforced the apartheid, Mandela also advocated heavily for reconciliation and peace between the racial groups in South Africa. No matter what the circumstance, Mandela seemed to regularly express care for other people and display altruism throughout his life.





Mother Teresa

Supporter (S)

Mother Teresa was a naturally warm, generous Supporter who used her talents to care for other people. She was able to recognize her own strengths and use them to help people facing poverty and illness. Mother Teresa was able to connect deeply with others and sacrifice her own comfort to care for them in practical and meaningful ways.

Here are a few key strengths she showed most throughout her life:

CARE

Mother Teresa truly valued and loved each person she met. She showed her care by actively doing the work to help others herself. She fed and taught people who needed it most and was able to make a major impact in the world by caring intensively for one person at a time.

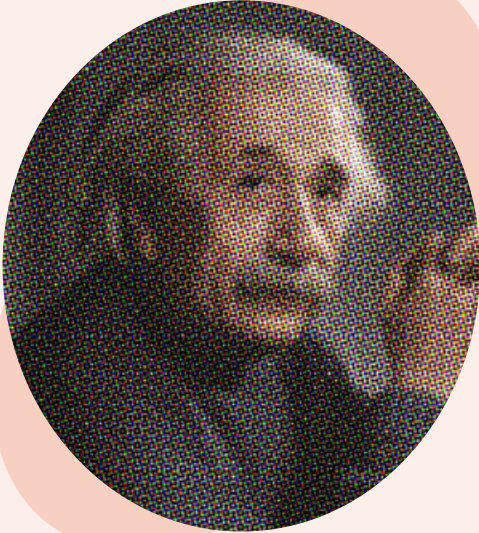
ALTRUISM

Mother Teresa gave her life to serve those who needed it. Rather than leading a mission of change and service by just organizing trips or raising money, she went out and lived in the slums with the people she was helping. She gave up her own comfort and chose to selflessly give back to people by putting herself in their shoes and helping them in any way she could.

HOPE

Despite the illness, addiction, and other struggles she saw on a regular basis, Mother Teresa had a naturally positive attitude. She believed that her actions could have a massive effect on other people. Rather than doubting the impact she might have on the world, Mother Teresa was motivated to help people and confident that she could really make a measurable, meaningful difference.





Albert Einstein

Analyst (C)

As an Analyst, Albert Einstein was able to passionately pursue knowledge and share his findings with the rest of the world. He had a unique perspective and was able to use his strengths to lead others to scientific discoveries.

Here are a few key strengths that Einstein showed throughout his life:

LOVE OF LEARNING

Einstein loved to constantly discover how things worked. He read plenty of books, dug deeply into subjects that interested him, and built up a wide array of knowledge over time. However, he didn't just focus his learning just on the topics that he's most well-known for (like physics); instead, Einstein actually read books about lots of different things, especially philosophy.

PROBLEM-SOLVING

When Einstein encountered something he didn't know how to solve, he continued working at it. He looked at the problem from different perspectives, considered creative choices, and used his knowledge and past experience to help fill in any gaps. His logic, math, and ingenuity ultimately helped improve his problem-solving abilities and lead to his major discoveries.

DEEP-THINKING

Einstein spent much of his time connecting with his own thoughts and working through complicated, theoretical issues. He enjoyed considering the nuances of each problem and was able to patiently work through every issue. His ability to think so carefully about big, complex ideas helped lead to a complete shift in how we understand physics and the world around us.



DISCOVER YOUR STRENGTHS

When we are able to step back and recognize our own strengths, we can learn to use them to benefit the world. If we don't take the time to identify and understand our natural abilities, we may miss out on what we're truly capable of.

To learn more about your own natural strengths, check out Crystal's free personality assessment.



Unlock your team's *full potential*

Thousands of leaders globally use Crystal to understand the behavioral dynamics of their team and help each person become more effective.



PERSISTENTLY PURSUES GOALS



HAS INNOVATIVE IDEAS



TRY IT TODAY

Click to learn more

UPGRADE TO PREMIUM