

Chapter 1 : What are your strengths and weaknesses? - HR Interview Questions and Answers

*The Strength of Our People [Norva Balseer Warner] on www.nxgvision.com *FREE* shipping on qualifying offers. Compiled stories that were handed down through oral family tradition and recorded by early writers in the Kanawha Valley.*

I revere them when they live in tribes and families, in forests and groves. And even more I revere them when they stand alone. They are like lonely persons. Not like hermits who have stolen away out of some weakness, but like great, solitary men, like Beethoven and Nietzsche. In their highest boughs the world rustles, their roots rest in infinity; but they do not lose themselves there, they struggle with all the force of their lives for one thing only: Nothing is holier, nothing is more exemplary than a beautiful, strong tree. When a tree is cut down and reveals its naked death-wound to the sun, one can read its whole history in the luminous, inscribed disk of its trunk: And every young farmboy knows that the hardest and noblest wood has the narrowest rings, that high on the mountains and in continuing danger the most indestructible, the strongest, the ideal trees grow. Whoever knows how to speak to them, whoever knows how to listen to them, can learn the truth. They do not preach learning and precepts, they preach, undeterred by particulars, the ancient law of life. A kernel is hidden in me, a spark, a thought, I am life from eternal life. The attempt and the risk that the eternal mother took with me is unique, unique the form and veins of my skin, unique the smallest play of leaves in my branches and the smallest scar on my bark. I was made to form and reveal the eternal in my smallest special detail. My strength is trust. I know nothing about my fathers, I know nothing about the thousand children that every year spring out of me. I live out the secret of my seed to the very end, and I care for nothing else. I trust that God is in me. I trust that my labor is holy. Out of this trust I live. When we are stricken and cannot bear our lives any longer, then a tree has something to say to us: Life is not easy, life is not difficult. Those are childish thoughts. Let God speak within you, and your thoughts will grow silent. You are anxious because your path leads away from mother and home. But every step and every day lead you back again to the mother. Home is neither here nor there. Home is within you, or home is nowhere at all. A longing to wander tears my heart when I hear trees rustling in the wind at evening. If one listens to them silently for a long time, this longing reveals its kernel, its meaning. It is a longing for home, for a memory of the mother, for new metaphors for life. Every path leads homeward, every step is birth, every step is death, every grave is mother. So the tree rustles in the evening, when we stand uneasy before our own childish thoughts: Trees have long thoughts, long-breathing and restful, just as they have longer lives than ours. They are wiser than we are, as long as we do not listen to them. But when we have learned how to listen to trees, then the brevity and the quickness and the childlike hastiness of our thoughts achieve an incomparable joy. Whoever has learned how to listen to trees no longer wants to be a tree. He wants to be nothing except what he is.

Chapter 2 : Our Strength Is Our People | Griffin Communications Group

The Strength of Our people Autoplay And while the obligation to educate our children only begins once they reach the age of five or six, there is much we can teach them even before then.

More meaningful and happier life, work, and play List of personal strengths Psychology research The Question Is there a list of personal strengths of character, and are there common virtues, that can be identified across cultures and throughout history? Martin Seligman, past president of the American Psychological Association and founder of the modern positive psychology movement, and especially Christopher Peterson, professor at the University of Michigan since and member of the Positive Psychology Steering Committee, spent three years researching this. The result is what well-known Harvard professor Howard Gardner called "one of the most important initiatives in psychology of the past half century," the page Character Strengths and Virtues: A Handbook and Classification. Through their research Peterson and Seligman discovered that personal strengths and virtues were more universal than they - or their colleagues - expected. One result was their list of two dozen character strengths, grouped within six broad areas of virtue. The Criteria What qualifies as a personal character strength, and how do you know if one is really yours? The researchers discuss many aspects of their methods and those of scientific psychology in the past. I believe that people possess signature strengths akin to what Allport identified decades ago as personal traits. These are strengths of character that a person owns, celebrates, and frequently exercises. In our interviews with adults, we find that almost everyone can readily identify a handful of strengths as very much their own, typically between two and five. Peterson goes on to present a list they used in summarizing their "possible criteria for signature strengths": Like other scientific theories it is subject to change as evidence is evaluated over time. Here are the 24 strengths of character at present, grouped in 6 categories of virtues: The List Strengths of Wisdom and Knowledge: Cognitive strengths that entail the acquisition and use of knowledge 1. Thinking of novel and productive ways to conceptualize and do things. Curiosity [interest, novelty-seeking, openness to experience]: Taking an interest in ongoing experience for its own sake; exploring and discovering. Open-mindedness [judgment, critical thinking]: Thinking things through and examining them from all sides; weighing all evidence fairly. Being able to provide wise counsel to others; having ways of looking at the world that make sense to oneself and to other people. Emotional strengths that involve the exercise of will to accomplish goals in the face of opposition, external and internal 6. Not shrinking from threat, challenge, difficulty, or pain; acting on convictions even if unpopular. Finishing what one starts; persisting in a course of action in spite of obstacles. Vitality [zest, enthusiasm, vigor, energy]: Approaching life with excitement and energy; feeling alive and activated. Valuing close relations with others, in particular those in which sharing and caring are reciprocated. Kindness [generosity, nurturance, care, compassion, altruistic love, "niceness"]: Doing favors and good deeds for others. Social intelligence [emotional intelligence, personal intelligence]: Being aware of the motives and feelings of other people and oneself. Citizenship [social responsibility, loyalty, teamwork]: Working well as a member of a group or team; being loyal to the group. Treating all people the same according to notions of fairness and justice; not letting personal feelings bias decisions about others. Encouraging a group of which one is a member to get things done and at the same maintain time good relations within the group. Forgiving those who have done wrong; accepting the shortcomings of others; giving people a second chance; not being vengeful. Appreciation of beauty and excellence [awe, wonder, elevation]: Being aware of and thankful of the good things that happen; taking time to express thanks. Hope [optimism, future-mindedness, future orientation]: Expecting the best in the future and working to achieve it. Liking to laugh and tease; bringing smiles to other people; seeing the light side. Spirituality [religiousness, faith, purpose]: Having coherent beliefs about the higher purpose, the meaning of life, and the meaning of the universe.

Chapter 3 : Examples of Strengths

Strength of Our People Back to previous page Our proud culture of leadership, continuous improvement, innovation, quality and safety has enabled Ashdown-Ingram to evolve into a multinational company with market leading positions in Australia and New Zealand.

Harshil set up the Indian subsidiary of Transamerica and launched its inventory finance program. You have more than 20 years of experience across the consumer and financial services business. What have been your key learnings so far? One of the key learnings that I have gained over the past many years has been how to get insights from the consumers both in the retail and consumer services business back to the drawing board so that the requirements of the customers are constantly met. When I moved to the financial services business, I was working directly with customers and partners in order to meet their financial requirements, including home loans, home improvement loans, construction loans etc. Having direct conversations with the customers has given me an in-depth understanding of their requirements. Every customer has different demands and these demands differ from segment to segment. The customer segment at the top end is quite different from customers in the middle or low income segments. Over the last 30 years, DHFL has been providing home loans to customers in the middle and low income segments, and all through my journey in the financial services business, this has helped me realize that the products and policies need to be perfectly aligned with the requirements of this segment. This business is all about people; people who provide loans and people who receive them. It is very important to have a good relationship with your customers during the entire process. It is firmly established in the mindset of our existing customers that they need to see a physical place from where the loan is being given. It helps the customer realize that they are dealing with a company that has an office and staff which will eventually help with any problems that may arise in the future. After having taken a loan, people generally need to be reassured about their decision and they need to be completely on board during their life cycle with us. Here is when people connect is extremely important and one needs to ensure that their staff will interact with the different kinds of people that will walk into their office. The relationship managers should be able to immediately connect with the customers. People are the strength of our organization and stronger resources will further help our growth journey. What are the steps that you are taking to prepare the organization for the future? We are working on various on-the-field and off-the-field programs. On the field, we are working on launching innovative products, which are completely in line with the customer expectations. We are one of the few housing finance companies who have the approval from NHB to procure Fixed Deposits from the general public. We looked into what customers wanted with their FDs and why they withdrew money from it ahead of time. We found out that in a lot of cases people needed the cash for medical emergencies and therefore out of no choice had to withdraw the money prematurely. The DHFL Wealth2Health deposit allows individual customers to use their Fixed Deposits to pay for any healthcare expenses, without having to exit the fixed deposit. There is also a condition for the person to repay the money so that the amount in the FD is still maintained. This way, the customer gets to keep his FD, earn the interest and still meet their expenses. We are happy to be amongst the first companies to launch this unique product and have received an overwhelming response from the market. The existing accidental death insurance cover of Rs. Off the field, we are working on building talent, as we believe that people play a very critical role in our business. Hence, we want to develop talent internally and externally through a one-year Post Graduate Program in Financial Services. The first batch of a minimum of 50 qualified housing finance professionals trained in the sales, operations and credit functions would be absorbed by DHFL branches post successful completion of the one-year program. Upon successful completion of the program, the students will be awarded with a certificate by NIIT University and will be absorbed by DHFL as an employee of the company designated as a management trainee. This will enable the students to get a comprehensive experience about the sector and the business, which will ensure that the housing finance industry attracts the perfect mix of students with astonishing talents. There are news reports that more than 80, officers and staff of PSU banks are going to retire in the next two years. What are the key steps that DHFL is taking to retain and engage its key talent? We

have a detailed talent identification and talent retention program that was recently institutionalized. Top talent is first identified through various parameters and then groomed for top posts. They are then put through various roles in the organization to sharpen their skill sets. This helps them immensely when they move to larger roles and responsibilities within the organization. As we continue to grow, it is extremely important that we start to build our talent internally and showcase the growth opportunities and prospects within the organization rather than looking externally for lateral hires. One of the things that DHFL has started this year has been to first post any job requirements on the internal job board rather than putting it externally. The growth opportunities allows the talent to move geographically as well and that helps to understand and appreciate the diversity in our country, which also gets them ready to take up larger roles where one of the core skills required would be managing multiple geographies. What are your views on talent management in the BFSI sector? One of the recent RBI mandates was to increase rural inclusion. How do you manage to get your talent to go to areas that are not very sought after? We have adopted an out-of-the-box approach to identify talent. Our focus in the last 31 years has been to provide housing loans to the middle and low income segments, which largely constitutes customers from the Tier-II and Tier-III cities and towns. On the talent side, we have recognized the fact that as the organization continues to grow, there is a need to start building the talent pool with qualified employees to manage this growth. The easy way out would be to hire directly from the market, however that is only a short term solution. The candidates who showed up were asked to take a written test followed by group discussions and then finally a personal interview. The employees were then selected based on their performance and asked to come on board. So, the idea was to hire locally in those specific locations, this not only helped solve our problem of finding talent but also facilitated the candidates to see value for themselves. While you get experienced hands on Day 1 itself, you will be able to build a talent pool over six to nine months. Did you find this story helpful? With over 11 years of experience in various forms of print and online media, she has a passion for reading, writing and making stories. You can get in touch with her at anu.

Chapter 4 : Strength of Our People

People are the strength of our organization and stronger resources will further help our growth journey. You took over the charge of DHFL, one of India's leading housing finance companies, in January this year.

Chapter 5 : 20+ Bible Verses About Strength - Powerful Scripture Quotes (Updated)

The Strength of Our People poster series contains stories that give us a glimpse of RQHR's commitment to excellence and values into action. These true stories shared by staff and patients are not only inspirational, but recognize those whose actions made special memories for others.

Chapter 6 : List of personal strengths (psychology research)

Our People. Our Strength. These values define our culture, inspire our people, and enable us to thrive in an industry that routinely experiences peaks and valleys.

Chapter 7 : The Strength Of Our People | Download eBook PDF/EPUB

Our People Are Our Strength As we reflect on , several major themes emerge. First, it was a year of extraordinary events. Charley, Frances, Ivan and Jeanne are.

Chapter 8 : Our People are our Strength – Specialist Services Group

People are the first strength of LISI AEROSPACE. We are working every day to encourage team spirit and promote

commitment of our team members, sharing our organizational objectives and positioning them as actors of the company success.

Chapter 9 : Our Team - The Strength of Our Business is Our People | Globe

People use these traits and abilities in their daily lives to complete work, relate with others, and to achieve goals. Everybody has their own set of strengths. Take a look at the lists below to see if you can identify yours.