

Lesson 4: Leveraging Team Strengths

Leveraging our teams' strengths is an ongoing process that leads to improved engagement and performance. Use this worksheet to continue practicing this process to help you maximize the success of your team.

REFLECT ON LEARNING: Think about all the things you learned in today's lesson about leveraging team strengths (why it matters, how to do it – discover, discuss, do something). What stood out to you and why?

FIELDWORK

Choose one of the following strengths-based activities that you think would be helpful for you team. Schedule a time for it in the next few weeks.

DISCUSS: Encourage strengths-based dialogues

- 1.) Get to know someone else better by getting to know their strengths.
 - a. What I enjoy doing the most is...
 - b. One strength I recognize myself using a lot is....
 - c. My most fulfilling experience has been...
 - d. The best job/project I ever had was...and the strengths I used in that were...
 - e. The strength I want to use more intentionally right now is....
- 2.) Sharing how strengths work for you. Choose a talent or strength you've identified (e.g. Arranger) and fill in the blanks with how the strength works for you. Share amongst your team. Once you've completed this general activity, you can apply it to scenarios such as team projects, strategic planning, staff meetings, etc.
 - a. **I am...**(comfortable with lots of moving parts)
 - b. **I will...**(work effectively and efficiently through others)
 - c. **I bring...**(flexibility and interactivity)
 - d. **I love...**(initiating and managing necessary change)
 - e. **A weakness I need to manage is...**(frequently rearranging things without communicating well)
 - f. **Metaphor/Image for this strength:** (maestro, a coordinator)

DO SOMETHING: Strengths-based team activities

- 1.) Strengths scavenger hunt (can be done virtually or in-person; if doing virtually, it might look more like someone assigning pairs to meet together ahead of time).
 - a. Each person needs to meet X number of people in X amount of time (e.g. 5 people in 30 minutes)
 - b. For each partnership, share the following:
 - i. Your name & position/role
 - ii. A talent theme that you do NOT share
 - iii. How it works for you in your life
 - iv. A recent example of how you used it at work
 - c. Come back and share with the group something you learned about each other
- 2.) Prepare for difficult conversations (doing this before they happen helps you practice having a strengths-based conversation when a difficult situation or conflict arises...as it inevitably will!).
 - a. Share strengths with each other. Ask:
 - i. How are we different? How are we similar?
 - ii. How might our strengths potentially cause conflict between us?
 - iii. How might we use them to help us manage a problem or conflict?
 - iv. What strength can I leverage to help us work together better right now?
 - b. Come back to the group and share what you've learned from having these conversations, including how it felt to talk about something "difficult" using a strengths-based approach.

**Thank you for completing this worksheet.
You are now ready to move on to Lesson Five!**