

Lesson 5: Creating a Strengths-Based Organization

Creating a strengths-based organization means infusing strengths throughout the organization. The path to a strengths-based organization involves engaging strengths intentionally at all levels and implementing ongoing strategies and tactics to sustain a strengths-based culture.

REFLECT ON LEARNING: Think about all the things you learned in today's lesson about creating a strengths-based organization (why it matters, the cyclical path, strategies for creating a strengths-based culture). What stood out to you and why?

YOUR ORGANIZATION'S PATH TO A STRENGTHS-BASED CULTURE:

Where is your organization on this path? List steps/interventions your organization has taken in each area. If nothing has been done, jot down your ideas about what actions YOU might be able to take to help your organization make progress. It's not all up to just you, but sometimes it can be helpful to think about what kinds of actions might be within your control to take to help your organization make progress along the path.

1.) Learn about and identify strengths. (learn about strengths-based culture, assess strengths, reflect on your own strengths, engage in coaching around strengths, practice noticing and engaging your strengths)

2.) Learn team members' strengths. (strengths-based teambuilding or retreat, talk about strengths at staff meetings, have strengths-based conversations, ask employees about their strengths regularly)

3.) Leverage strengths at all levels of the organization: individuals, teams, and organization. (Strengths-based performance and project management, difficult conversations, strategic planning, leadership support, connecting strengths to mission, branding the organization as strengths-based, coaching employees, etc.)

4.) Sustaining a strengths-based culture (we haven't gotten here yet – this is coming in Lesson 6!)

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