

Lesson 6: Sustaining Strengths

Sustaining a strengths-based organization that leverages individual, team, and organizational talents takes intentionality. Use this worksheet to help you consider opportunities you may have to sustain a strengths-based approach in your organization.

REFLECT ON LEARNING: Think about all the things you learned in today's lesson about sustaining a strengths-based organization (embedding a strengths-based culture, engaging top leadership, creating a strategy for sustaining strengths). What stood out to you and why?

NEXT STEPS:

For each of the following, consider what actions you might take that could help sustain a strengths-based approach in your organization.

- 1.) Infusing strengths in each phase of the employee (and pre-employee) experience: branding, interviewing, onboarding, role creation & engagement, ongoing performance and development, departure

- 2.) Engaging new and innovative ways to use strengths (engaging feedback/ideas from employees, transforming programs/practices, creating strengths champions, what else?)

- 3.) Aligning performance metrics with strengths

- 4.) How can you share your knowledge and ideas with stakeholders to gain support for a strengths approach?

Thank you for completing this worksheet.
You have now completed this course on *Leveraging Your Team's Strengths*!

CONGRATULATIONS!!!