



TURN STRENGTHS INTO A TEAM SPORT

Objective: To guide a discussion with your team to identify, value, and leverage individual and team strengths.

In a roundtable fashion, each team member shares one or more top strengths and talks about the kinds of work that energize and sap energy. Facilitate a discussion with these questions:

1. What do you notice about our team profile? (See the next page for a sample.)
2. Given the nature of our work, how well do our strengths align?
3. Do we have any blind spots? If so, are any important considering the nature of our work? If that is the case, how can we compensate for them?
4. Are there any roles we should tweak or recraft to better align with people's strengths?
5. How can we better capitalize on or leverage one another's strengths? Where should we partner up or collaborate more considering the nature of our strengths and our work?



The Four Leadership Domains*

Team Member	Executing	Influencing	Relationship Building	Strategic Thinking
	Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Developer Connectedness Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic
Maureen	Deliberative #1 Responsibility #2 Consistency #4 Belief #5		Harmony #3	
Jim	Responsibility #1 Belief #2 Discipline #3 Achiever #5			Strategic #4
Ali	Achiever #2 Responsibility #4 Focus #5			Learner #1 Input #3
Sanjeet	Responsibility #2 Arranger #4 Achiever #5	Maximizer #3	Relator #1	
Joanne	Responsibility #5	Maximizer #4	Harmony #2 Developer #3	Context #1
Bobby		Maximizer #2 Woo #3 Activator #4	Empathy #5	Strategic #1

* Using the language from *StrengthsFinder 2.0* and *Strengths-Based Leadership*.

