

**Building a High-Performing Team: Keep Calm
and Play to Your Strengths**
Module One: Strengths-Based Approach

1. A strength (with a little “s”) is defined as a:

2. The question that Donald Clifton, founder of CliftonStrengths, asked was “*What will happen when we think about _____ rather than fixating on what is wrong with them?*”

3. Individuals who name and claim their strengths are _____ times more engaged in their workplaces, _____ times more likely to report an excellent quality of life, and _____ times as likely to do what they do best.

4. Teams who are given regularly opportunities to use their strengths in the workplace demonstrate _____% more engagement, _____% more profits, and _____% less turnover.

5. The four steps on the path to a high-performing, strengths-based organization are:

1. _____

2. Learn Your Team Members’ Strengths

3. _____ and

4. Sustain Strengths-Based Culture.

Module Two: Individual Talents

6. CliftonStrengths defines talents as how you _____

7. Talent (predisposition) x _____ = Strength (consistent near perfect performance in an activity)

8. Five of my *personal* strengths include:

1. _____ 2. _____

3. _____ 4. _____

5. _____

Module Three: Team Talents

9. The single most important driver of team performance is: _____

10. Only 12% of American employees have an opportunity to do what every day?

11. Sharing assessment results leads to _____ which in turn

increases the connection among team members which leads to greater

_____ and higher _____.

12. The four domains of leadership are:

13. Executive talents help: _____

Influencing talents help: _____

Relationship building talents: _____

Strategic thinking talents help: _____

Module Four: Creating a High-Performing, Strengths-Based Organization

14. Four of the different opportunities to use strengths in the workplace include:

1. _____ 2. _____

3. _____ 4. _____

Putting Your Learning into Practice

15. What 1-2 things will you do differently, practice, implement, or share with your coworkers
from today's training?
