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?

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