

Us, At Our Best

Our character strengths are our unique:



Talents



Resources



Skills



Interests

Strengths spotting exercises can help teams identify their 'superpowers' that complement and contrast with one another.

This awareness helps you leverage your team strengths to enhance your group dynamics to strategize and collaborate more effectively.

In Practice

STEP 1: Prepare Your Success Story

- Recall a past project that you are proud of having successfully contributed to, or a challenge that you overcame as a manager/leader/co-worker.

STEP 2: Sharing With The Group

- Meet as a group of up to 8 members and take turns sharing your individual success stories.
- As each member shares, try to identify 1-3 of their strengths from their narrative using the list below.

STEP 3: Feedback

- As each member finishes, take turns giving feedback about the strengths you have identified. Justify why you chose each strength, with examples from their story.

STEP 4: Reflect

- What common strengths have you identified in your group?
- What unexpected insights have you gained from Us, At Our Best?

You may wish to visually map your complementary and contrasting strengths as a group.

Strengths Examples For Teams

- 1. Strategic Thinking:** Strengths that help you consider all of the potential factors that may influence a situation, to help you plan creatively for the future.

Examples include:

- Analyzing
- Utilizing Context
- Ideating
- Future-focus

- 2. Execution:** Strengths that help you and your team implement, persevere, and achieve.

Examples include:

- Organizing
- Decision-making
- Discipline
- Perseverance

- 3. Relationship Building:** Strengths that help you unite team members to perform as a collectively strong whole.

Examples include:

- Adaptability
- Empathy
- Positivity
- Inclusiveness

- 4. Influencing:** Strengths that help you and your team communicate, including convincing and selling its ideas to others.

Examples include:

- Activating Others
- Communicating
- Coaching
- Winning Others Over

References

- Gallup.com (2021). How to Improve Teamwork in the Workplace. Retrieved from <https://www.gallup.com/cliftonstrengths/en/278225/how-to-improve-teamwork.aspx>