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Week 48 Focus: Team Strengths

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Focus Question: *What strengths have your teams been leaning into this year?*

Description

What are the strengths you can leverage?

Teams which get results are often complimentary in skills. What are the skills each team member brings to the table?

In times of disruption and/or change, it's even more important for us to be focusing on our strengths. Strengths and what we are good are often the things that we tend to rely on, or lean into, first.

- As a team what do you notice about your strengths?
- The overlap between different members of the team?
- The gaps between different members of the team?

Over an extended period of time, especially when under pressure or stress, we may tend to over leverage our strengths. Consider dialogue around this question:

- Where, and how, the team is overleveraging their strengths?
- What impact is it having?

Check out this great March 2020 podcast from Gallup - <https://www.gallup.com/cliftonstrengths/en/310550/setting-teams-success-awareness-composition.aspx>

Activity

This week spark a dialogue around strengths. If you have done some strengths-based work (see the earlier focus in Week 8 of the Remote Pathways 52 weeks guide), spend time exploring it...

Possible avenues to explore are StrengthsFinder 2.0 OR VIA Strengths.

What do you notice about your strengths? What's working? What blindspots have you created? What's not working?

For more on this topic check out: Section 1 and 2 of Coaching Business Builder and PlanDoTrack.

**"Teams are as strong
as their weakest
link."**

Did you know

Gallup has found that when employees get to use their strengths every day they are:

- 6x more engaged
- 3x more likely to report having excellent quality of life
- 8.9% more profitable
- Teams which focus on strengths have 12.5% greater productivity

Gallup Strengths Center.
<http://www.gallup.com/businessjournal/146972/strengths-boost-engagement.aspx>