

WHY HAVE THIS TEAM CONVERSATION?

- Helps you understand what each person on the team values.
- Allows you to see and recognize what each person can contribute at his or her best.
- Gives you insight into their career aspirations and who they want to become, yet from a completely new angle.
- Sets an inspirational tone.
- Allows everyone to participate in the vision for the future.

PREPARATION

Materials

[Click here for printable PDF list of adjectives](#)

[Click here for longer, digital list of adjectives](#)

Time

For most teams, this is a 10-15 minute conversation. If you want to explore their "why" more deeply, allocate 30 minutes.

Remote Teams

This conversation works great in a remote environment. Be sure to use the Chat function to see the visual impact of the entire team representing their wishes for the future of the team and their career brands. Ask every person to type their answers as you ask each question.

HOW TO SET IT UP

Think of a person in your career who had a significant, positive impact on you. Imagine one real person. Write down one word that represents that person's style or actions. (Have each person share their one word)

Next, imagine our team 3 years from now. We've lived into our goals and aspirations. You're moving into your next big role. That day, our team does this exercise again. This time, I ask the team to honor you for the amazing things you brought to our team. Each person writes a word that represents you.

What 1-3 words do hope they will use to describe you. Don't be humble. Celebrate how you could be remembered if you lived these next three years at your very best. (Show adjective list for a spark of inspiration)

ACTIVITY: ASPIRATIONAL TEAM

WHAT DO YOU WANT TO BE REMEMBERED FOR?

QUESTIONS TO EXPLORE

Ideally, create 30 minutes to explore this conversation with debrief questions like the ones below. You will be amazed at what a team can accomplish together when they all feel "seen" by each other and by you. If you're short on time, 5 minutes at the start of a team meeting is way better than 0 minutes!

What are your natural talents that will support you in living into those words?

What are the obstacles or distractions that get in your way of being like this today?

What will you need to start or stop doing to be viewed that way?

What practical actions can we take as a team to support each other in living into these aspirations?





HI THERE!

I'M LISA. THANKS FOR LISTENING
TO DAVE'S EPISODE ON BUILDING
A STRENGTHS-FOCUSED TEAM!



IF OUR CONVERSATION ON "STRONGER
TEAMS" SPARKED YOUR INTEREST, CHECK
OUT THE DETAILS IN THE FOLLOWING PAGES.

SINCE THE COACHING FOR LEADERS COMMUNITY IS SO
AWESOME, THERE'S A DISCOUNT CODE FOR YOU.

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STRONGER TEAMS

— TEAM BUILDING —
PERSONAL LEADERSHIP

**LEAD
THROUGH
STRENGTHS**

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STRONGER TEAMS

Team building conversations
to make StrengthsFinder stick

- 1** Virtual Training – Live, Monthly, 60 Minutes
- 2** Strengths Activity Guides – DIY Team Building
- 3** Strengths Vault – Library of Content
- 4** Office Hours – Monthly Q&A, Group Coaching

Personal Outcome: Amplify Self-Awareness & Leadership

Team Outcome: Maximize Functionality & Performance

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VIRTUAL TRAINING

What is it?

A large group, monthly, 60-minute virtual training session that helps you apply StrengthsFinder to universal work topics. Because you're attending with other companies, it's an opportunity to learn with (and from) people around the world, from different industries and organizations. Every month, you dive into a new topic or competency.

What's the outcome?

Collaboration. Trust. Flexibility. Performance. Self-awareness. Functionality. All of those can improve when you have meaningful, strengths-focused conversations over time. It's a compounding effect.

As a team, you build trust, insight, and openness month over month. You can amplify your team performance and get rid of a lot of drama that happens when disfunction festers. In the team membership, you see each other's strengths in application (literally, you see their strengths examples in the chat box).

Most leaders care about talent development and team functionality. At the same time, you're probably too busy to become a StrengthsFinder trainer as a side job. You want to have the insights you get with a team retreat or offsite, yet you likely don't have the time or budget to pull that off every month. This is an answer for you. Team building made easier.

EXAMPLE TRAINING TOPICS

EVERY MONTH, A NEW TOPIC. EVEN IF YOU'RE A MEMBER FOR 3 YEARS, YOU'LL KEEP GETTING BRAND NEW WAYS TO APPLY YOUR STRENGTHS. IT'S EVERYDAY WORK ISSUES, TACKLED THROUGH THE LENS OF STRENGTHS.

Burnout

Conflict

Trust

Blind Spots

Recognition

Influence

Collaboration

Motivation

Wellbeing

Career Branding

Feedback

Communication

Top Performance

Job Shaping

Leadership Legacy

Emotional
Intelligence

Getting Known
for Strengths

Working with
Remote Teams



STRENGTHS ACTIVITY GUIDES

What is it?

Every month, in the virtual training, you'll experience an activity that helps you apply your strengths to the job and to your personal growth. If you want to take this activity back to a broader team, we provide you with a one-page guide so that you can lead this strengths conversation with others. It's everything you need for a quick, do-it-yourself team activity.

What's the outcome?

Your monthly Strengths Activity Guide helps you extend the application of this program. If you're attending on an Individual Membership where you don't have the BYOT option (Bring Your Own Team), this allows you to extend the activity to your team members. You get to lead meaningful conversations without having to break your brain trying to think up

new activities all the time. If you lead a Talent Development team or you're a performance coach, it gives you value-added resources to use with your clients.

If you are on a Team Membership, your direct reports can even use these Activity Guides to bring these team building ideas to project teams they're on. So you get the growth from experiencing the activity, and then you get a takeaway (that you can use for the rest of your life!). You'll have a big "bag of tricks" to lead team kickoff activities that help people get to know each other's' strengths and motivators.

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STRENGTHS VAULT

What is it?

The vault is like a treasure chest of strengths resources. All of the past virtual training recordings are available for you (even if they were held before you were a member). Same goes for the Strengths Activity Guides. You also get a well of documents to help you with strengths education and the application to universal work topics, like handling conflict, fighting burnout, and being more collaborative.

What's the outcome?

Imagine having a few favorite videos to make an impact on a new hire - onboarding that is personally meaningful rather than Day 1 on the team being all about filling out benefits paperwork.

Imagine wanting to do StrengthsFinder education on the 34 talent themes, yet you don't have time to spend hours curating tidbits about each talent. Now you have the vault. If you're a people manager, you can also get (or request) resources for topics you're facing.

For example, if you want a model for delivering feedback while honoring strengths, check out the vault. If you want to make a newsletter for your team that highlights something about one talent theme each month, check out the vault.



OFFICE HOURS

What is it?

A monthly, live-streamed Q&A, where we cover all-things-strengths and personal leadership. You can attend the office hours live or via recording. You can submit questions live or in advance - whatever works for you. You guide the topics so that this service puts you and your development goals at center stage.

What's the outcome?

Participating in the live Q&A allows you to keep your momentum going so that you don't feel stuck by an element of your strengths implementation at work.

Polling your team to submit questions will also allow you to build trust and openness on your team.

You can also attend Office Hours with personal growth in mind (yes, you...being all about you for a minute). Don't feel guilty - it helps you contribute at your best.

Imagine using it like a group coaching session. As you hear how different people apply their strengths (or struggle with them), it will help you grow into the leader you want to become.



WANT MORE INFO?

YOU'LL FIND LOTS OF FREQUENTLY ASKED QUESTIONS AND INFO ON THE [STRONGER TEAMS PAGE](#).

FEEL FREE TO REACH OUT WITH QUESTIONS THAT WOULD HELP YOU EXPLORE WHETHER THIS IS A GOOD FIT FOR YOU
LISA@LEADTHROUGHSTRENGTHS.COM

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