

# Strengths

Key Theme Areas - Strengths, Growth, Individual and Team Development

## SUMMARY

Research from organizations such as Gallup continues to show that employees who are to identify and leverage their strengths at work are not only more engaged but they are also more productive.

Teams that are able to leverage their strength have been shown to have a 12.5% more productive (GallupStrengthsCenter.com).

This activity provides the opportunity for individuals or teams to identify their strengths. This can be used in connection with other strength based profiles such as ViaStrengths.

**Time: 10 - 120 minutes**

**Who For: Individuals, Teams, Groups**

## INSTRUCTIONS

If completing this on the individual or team level use some of the sparker questions to get people thinking.

Have each person select at least three photos which represent what they see as their strengths, or their team's strengths. Have them use the worksheet to reflect on what they notice about the photos and what they represent. Get them to consider an example of when they have used that strength.

If you have time, have another group/team member select up to three other photos which represent how they see that person's strengths. Have them share these one at a time, also providing their partner with a story of that strength in action.

This activity is a nice add-on to other strengths based approaches and assessments such as VIA Strengths or StrengthsFinder2.0.

*"..you can be a lot more of who you already are"*  
- Tom Rath,  
StrengthsFinder2.0

## SPARKER QUESTIONS

- What three adjectives would you use to describe yourself?
- What adjectives would others use to describe yourself?
- What do you see as your top three strengths?
- When are you at your best?
- What do your strengths in action look like?

## VIRTUAL TIPS

This activity can easily be adapted for the virtual environment. Provide team members a selection of photos they can choose from. If this is a team or group who know each other, provide them with a list of the people that they will identify the top strength for. The main exercise will work similar to that listed above.

## POSSIBLE USES

- To identify strengths to boost planning, support productivity and expand awareness
- To support a team in getting to know each other and their strengths
- To boost engagement and productivity

Share your ideas with others

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