

TEAM CONVERSATION: UNDERSTAND AND APPRECIATE STRENGTHS

The purpose of this team conversation is to appreciate the team's individual and collective talents and strengths. Your job as the manager is to help team members harness their individual and collective talents and intentionally bring them to life daily.

As a team, have each person share his or her responses to each set of questions. Flip the page to record the key responses that will help you remember the insights gained and informal commitments shared during the conversation.



1. YOU GET THE BEST OF ME WHEN ...

Discuss how to draw out the best in each person by sharing responses to the following questions.

- Give an example of a time when you gave your best to a task, activity, or project. What was the result, and what did it feel like?
- What talents or strengths did you use?
- How can others on the team draw out the best in you?



3. THIS IS WHAT I NEED FROM YOU ...

Have each person identify what support he or she needs to be successful.

- What do you need from others on the team to help you use your talents and strengths more effectively?
- What kind of support do you need from me that will help you be more successful in your role?



2. THE VALUE I BRING TO THE TEAM ...

Help team members become aware of and appreciate the valuable contribution that each person brings to the team.

- Of all the tasks, activities, or projects on the team, which bring you the most satisfaction?
- What do you think are some of the most valuable contributions you make to the team?
- Are there any missed opportunities or areas of value that we are not using?



4. YOU CAN COUNT ON ME TO ...

Although the team may not formally commit to specific actions yet, use this conversation to talk about how team members can make informal commitments to the team and to each other.

- What can other team members count on you to bring to your role?

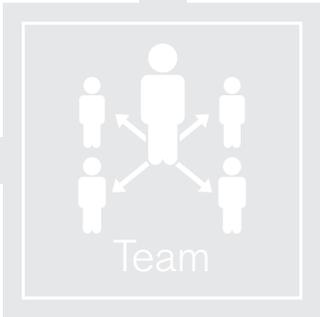
MANAGER CONSIDERATIONS:

- Look for ways to more effectively draw out the best in each team member.
- Ensure that team members are aligned based on their contributions and that you address any missed opportunities.
- Identify potential partnerships that will complement team members' talents.
- Regularly follow up on each team member's commitments, either formally or informally.

UNDERSTAND AND APPRECIATE STRENGTHS

YOU GET THE BEST OF ME WHEN ...

THE VALUE I BRING TO THE TEAM ...



THIS IS WHAT I NEED FROM YOU ...

YOU CAN COUNT ON ME TO ...