

Strengths for teams



WHY USE STRENGTHS WITH YOUR TEAM?

There's plenty of research to show that organisations who take a strengths based approach get better results. When we use our strengths we're likely to be more effective and enjoy what we do.

It's natural for people to be unaware of their strengths—we don't want to blow our own horns. That's why using a tool like the CliftonStrengths assessment by Gallup is a great place to start. It helps people discover their talents—what they're naturally good at.

And once people have completed their strengths assessment, follow-up workshops and coaching helps them identify areas for development—taking a talent to a strength. For teams, strengths is great for helping recognise each other's unique contribution.

OPTIONS FOR STRENGTHS ASSESSMENTS

Your team members may benefit from either discovering their top 5 strengths (*Signature Themes*) or you may opt to invest in the full 34. Both options have their advantages.

Top 5

Knowing your top 5 strengths means you'll focus on the talents you use most often, and discover how those strengths work together. The top 5 strengths are your 'go to' strengths so it's important to know how to get the most from them.

Full 34

You'd do your full 34 strengths if you wanted to further explore your supporting strengths, and how they add value to your top 5.

BEYOND THE ONLINE REPORTS

There are a variety of options for extending the knowledge gained from the online Strengths reports—whether you've done the top 5 or the full 34.

One-to-one coaching

You may want to offer one-to-one coaching to help people work on development areas that need a little more reflection and goal setting than a workshop provides. People can focus solely on their strengths, or integrate the strengths conversation into a longer coaching development programme.

Workshops

Again, teams can participate in facilitated workshops solely for strengths or have strengths integrated into team development workshops. Generally an initial *Discover Your Strengths* workshop is 3 hours long, where team members:

- become familiar with their own reports
- practice articulating their strengths
- identify areas for development
- delve into where the team strengths sit.

“What will happen when we think about what is **right** with people rather than fixating on what is **wrong** with them?”

– Donald Clifton, Psychologist

WHAT DOES IT COST?

Strengths assessments

Top 5: \$33 per person

Full 34: \$150 per person

Coaching

\$250 per hour per person

Facilitation

3-hour workshop: \$2,100 per session

Full-day workshop: \$3,300 per session

Includes all standard workshop materials for up to 15 attendees. More than 15 attendees may incur an additional charge.

All prices are exclusive of GST.

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www.trainingpractice.co.nz/terms.*

NEXT STEPS

You'll need to decide what you want to achieve with your strengths development. Here are some questions to ask yourself:

- do individuals need targeted development rather than working as a whole team?
- does your team need to understand their collective strengths better to be more effective?
- does your team need to work more effectively together in several different areas? If so, would strengths be better used as a component of a programme of team building?

Once you know what you want to achieve, choose from: coaching, a 3-hour *Discover Your Strengths* workshop, or a programme of team building. Then choose the appropriate assessment, the facilitated follow up that's right for you and your team members, and your budget then contact us at the Training Practice to discuss how we can work with you to achieve positive and effective development.

