

## **5 Ideas for Going Deeper With CliftonStrengths**

Consider taking these additional steps with CliftonStrengths as you strive to enhance your team culture:

1. **Unlock Everyone's Full 34 Strengths** - Many teams begin with having everyone get their Top 5 Strengths. That's a great start, but it only tells part of the story. Strengths 6-8 are definitely influential in how a person naturally operates. Knowing those Strengths rounds out the team profile.

Seeing the bottom five Strengths of each team member is also valuable. Those five don't come naturally for that person, and they are perfect Partner-Up Opportunities. To unlock your Full 34, just log back into your Gallup account and choose that option (\$39.99 plus tax).

2. **Refresh Your Team Profile** - Most likely you have had staff turnover since your original team event. Now is the time to add the new team members' Strengths and see how they impact your Strengths profile. Grace in Action can provide an updated team report.
  - What Strengths left the team?
  - What Strengths were added?
  - What new Partner-Up Opportunities have arisen?
3. **Intentionalize Partnering Up** - Think of your top Strengths like your dominant hand. You naturally use them with little effort, and you experience outstanding results. Think of your bottom Strengths like your off hand. You can use them, but it doesn't feel natural at all, and the results are not what you desire. No one is naturally gifted at everything, but the good news is that our Creator has placed others around us with complementary Strengths. Don't exhaust yourself working outside your Strengths. Tap into your colleagues' Strengths for optimal team results.
4. **Focus on Smaller Teams Within Your Ministry** - Who are those people on your team that you work with most closely? Perhaps your teacher's aide, your associate pastor(s), your administrative assistant, your board chair, or your teammates in a departmentalized situation. Focusing on complementary Strengths in those relationships is vitally important for understanding each other and improving teamwork in your setting. Consider a small group coaching session to help move ministry forward.
5. **Find Ways to Energize Your Team Members** - Utilize the Strengths of each team member in order to keep them engaged and energized.
  - Who are your natural starters? Lean on them to get projects going.
  - Who is creative and visionary? Let them share their ideas even if they are not in a leadership role.
  - Who is gifted with interpersonal Strengths? Rely on them to make sure the team isn't forgetting the personal touch.

When people are working from their Strengths, meetings are engaging and ministry is energizing.

Interested in more ideas for your team to focus on building a Strengths culture? Please contact Grace in Action for more information about taking CliftonStrengths to the next level.