

## Leveraging Team CliftonStrengths

While leveraging CliftonStrengths® is important for individual members of a ministry team to carry out their ministry, leveraging team Strengths is vital for moving ministry forward. Ministry teams leverage their team Strengths when they strive to do the following:

- **Create and share an overview or chart of team Strengths.** Post team Strengths on team agendas. Keep team Strengths before team members. Heighten awareness.
- **Understand the Differences.** Strengths enable different people to see and approach circumstances from different perspectives. Help team members to understand, respect, and appreciate the differences to minimize conflict and maximize cooperation.
- **Discuss possible applications for the team.** Focus on how the team deals with issues making sure that the team appropriately leverages Strengths in the process. It may involve setting goals or approaching projects using Strengths.
- **Focus on Partnering Up.** Enable team members to see how their top Strengths may compensate for the bottom strengths of another member of the team and vice-versa.
- **Talk strengths.** This happens when team members offer to use their Strengths for others, recognize and express appreciation for the Strengths of others, or seek out the top strengths of others to compensate for their bottom Strengths.
- **Encourage and enable Strengths development.** Team leaders seek out and share links from the Gallup website for team members to take it. This may include articles or webinars on CliftonStrengths, quarterly team strengths reviews, or revisiting the CliftonStrengths 2.0 book.
- **Review Strengths in evaluations.** When individual strengths are leveraged for the team, this is good stewardship and will positively impact the performance of the team. A focus on Strengths during an evaluation reinforces awareness and leveraging of Strengths.
- **Encourage spiritual, emotional, and physical well-being.** Team members cannot leverage their Strengths to the fullest if they are not well-balanced and healthy.
- **Plan for the Strengths assessment and orientation for “newbies.”** Team members come and go. Enable new team members to go through the Gallup inventory. Update the team Strengths overview. Do a team review of strengths to familiarize new team members with the Strengths of others and vice-versa.
- **Pray.** Encourage your team to pray for one another and the whole team that they use their Strengths to God’s glory and the common good.

Just as when individuals are working out of their top Strengths, they minimize the time and energy expended to get maximum results, the same is true of teams working out of their top team strengths. When this is done out of love for God and others, God is glorified, and others are blessed.