*Building a Strengths Mindset/Culture

<u>Benefit</u>: How do I use this strength to help collaborate or move the team forward?
<u>Environment</u>: What type of environment do I need to use this strength?
<u>Struggle</u>: When/why (in what situations) might I struggle to use this strength?
<u>Talk</u>: Who could benefit from learning this about me?

Top Strengths	Benefit	Environment	Struggle	Talk
Example: Focus	I am able to set a goal and milestones for the team and I help everyone take action steps.	I need an environment that isn't disruptive so I can focus on my goal without interruption.	I may struggle if I am routinely interrupted or if my goal keeps changing.	Others should understand that when I am working on a new goal or task that is due, I don't like interruptions.
Example: Intellection	I love time to process ideas and identify problems without feeling rushed.	I prefer to work and think in quiet environments with few people, or on my own.	I may struggle if I am surrounded by a lot of people, and am not given time to process information.	People may benefit by knowing I don't do well if I have to provide an immediate answer without being able to think it through first.
#1				
#2				
#3				

*Document adapted from *Partner2Learn*

Top Strengths	Benefit	Environment	Struggle	Talk
#4				
#5				
#6				
#7				
#8				

Questions to consider:
1. How can I adjust or explain my work or interaction style based on my Strengths to be a better colleague and partner?
2. Which Strength(s) could I use more to be a better colleague, leader, and partner? How?

Encouragements:
1. Take "weakness" out of my vocabulary and replace it with "partner-up opportunities"
2. Transition my thoughts from "I have to…." to "I get to…." AND from "to do" to "ta da!"
3. Think about my and my teams' energy management. Find ways to recharge.
4. Communicate the value I bring and encourage others to do the same.