Strengths Coaching in the Digital World

05 - 12 May 2022

Poll results

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Where in the Strengthscope wheel did you feel your strengths 'suffer' during the pandemic?

0 2 6

Emotional cluster

31 %

Relational cluster

54 %

Execution cluster

15 %

Thinking cluster

0 %

What were your biggest successes/challenges during the pandemic?

0 1 6

(1/3)

- Success - being creative about ways to meet with and have fun with friends
- Challenge - Lack of variety / movement / stimulation
- Challenges - lack of collaboration for face to face - mask wearing might couldn't see the face - lack of body language - training and onboarding remotely - more time with family and the challenges of working and schooling - travel stress factors
- Success - offering pro bono work
- Challenge - cabin fever

- Success = Managing to include someone who was an unwilling participant in a group and to make them feel as involved as possible even thought they did not join using the same technology as everyone else
- Success - normalizing and ease of access to video as part of remote work / calls / meetings Challenge - becoming a manager for the first time at start of pandemic
- Success: going virtual
- Successes - use of video conferencing and development

What were your biggest successes/challenges during the pandemic?

0 1 6

(2/3)

of this as normal - safety for the use more introverted - moved country and clients were unaffected by this - more to bono work - value of open and outside space - work life balance - revolutionised the way we work - value of human connection

- Success: Normalising technology-video conferencing
- Work life balance
- Success = adaptability and being able to continue with clients. Challenge =

nit being able to have face to face meetings and the energy that provides.

- Success:Peoples ability to adapt and change so quickly Challenge: shifting to the day today and the lack of personal engagement and collaboration the feeding of energy from others to solve problems
- Success Adaptability
- Successes, furlough cake bakes and pizza making in lockdown n virtually! Eat yer heart out Paul H and Mary B!

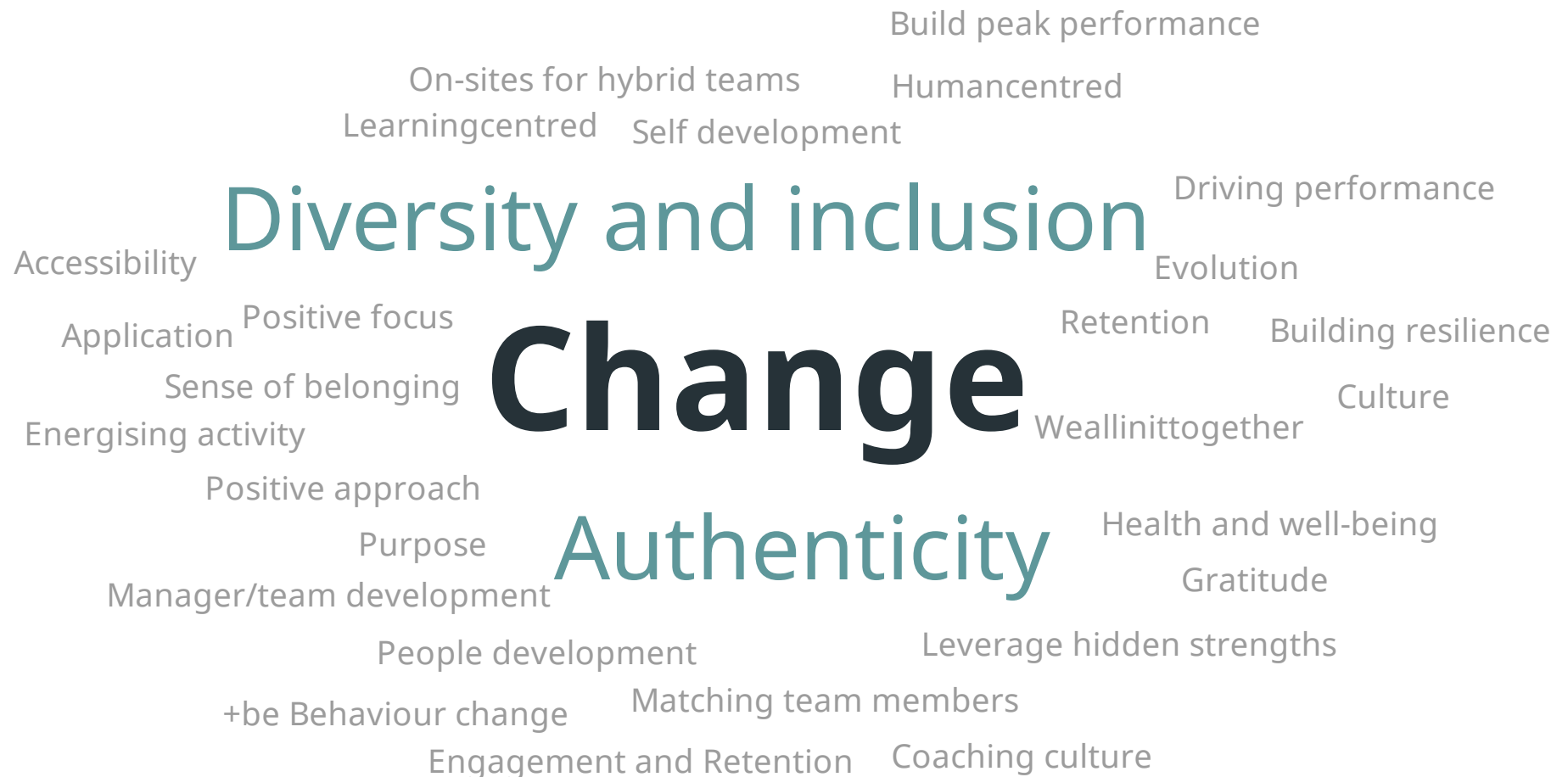## What were your biggest successes/challenges during the pandemic?
(3/3)

0 1 6

- Different roles had very different experiences
- Rethinking what is really important and changing where you spend time in alignment with that
- Pandemic as a shared experience, a situational trigger we can all relate to Tapping into more human elements Sometimes less pace and more depth to convos
- Success: Adapting to change Challenge: Staying grounded and centred
- Slowing the pace

- More acceptable to be real (seeing into your life and being more open to emotional impact)
- Success: having time to meet my needs and organise my growth

What are the key benefits that help you leverage budget for Strengthscope experiences in your clients/organisations?

0 2 0

Build peak performance

On-sites for hybrid teams   Humancentred

Learningcentred   Self development

Driving performance

Diversity and inclusion

Accessibility   Evolution

Application   Positive focus   Retention   Building resilience

Sense of belonging   Change   Culture

Energising activity   Weallinittogether

Positive approach

Purpose   Authenticity   Health and well-being

Manager/team development   Gratitude

People development   Leverage hidden strengths

+be Behaviour change   Matching team members

Engagement and Retention   Coaching culture

How many truly great teams have you been a part of?

0 2 6

None

0 %

1 or 2

77 %

3 to 5

23 %

Every team I am a part of is great!

0 %

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How much of your practice is team focused?

0-10%

12 %

11-25%

12 %

26-50%

35 %

More than half

42 %

What are the biggest barriers to team coaching? `0` `1` `3`
(1/2)

- Team identity- where do I belong / where do my priorities lie
- Size / composition of team
- Team versus group? Definitions?
- Insecurity and lack of trust
- Cultural fit in the organiaaarion
- Lack of framework to do team coaching
- Teams cannot or do not want to take responsibility for ongoing development
- Not the coaches comfort zone - more used to and confident with 1-2-1
- Team coaching often associated
- with team building which are not necessarily the same thing
- Curriculum design
- People are on so many teams
- Difference between team coaching and facilitation
- Perception
- Fear of conflict
- Coaching seen as 121 rather than 12Team
- Need for affirmation
- Inability to unlearn / not skilling employees and managers to unlearn not just learn
- Manager pressure

What are the biggest barriers to team coaching? `0` `1` `3`
(2/2)

- Disconnect between team development and improved results
- Fear of unlearning how you've been 'consitioned'
- Lack of trust
- Lack of a framework for effective team coaching delivery (not their comfort zone or how they were trained as coaches)
- Time. People don't see the value up front, but afterwards often say they don't do it enough
- Fear of the unknown
- Expectations for things to happen quickly

- Teams changing constantly and part of lots of teams. Hard to establish momentum
- Apathy
- Buy on from all team members
- Time
- Disconnect between coaching and performance
- Time, schedules

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