

Strengthscope
Team[™]
Accreditation

Hello :)



Name and role



What are you looking to get out of the training?

How are you intending to use StrengthscopeTeam™ in your work??

What are your current goals/challenges/career aspirations?

What are the things that most energise you at work?

What are the things that most energise you at home?

What you will learn

Comprehensive understanding of the StrengthscopeTeam™ profile

Apply the StrengthscopeTeam™ profile to gain insights into team behaviour and performance

Practice developing Peak Performing Teams using a strengths approach

Experiencing Team Toolkit

How to produce an outline for a full-scale strengths-based team intervention

Post-accreditation support options

Strength spotting in teams

Think about the best team you've ever been in or seen.
Share stories with a partner on:

What made them successful?

What did the team members do and say?

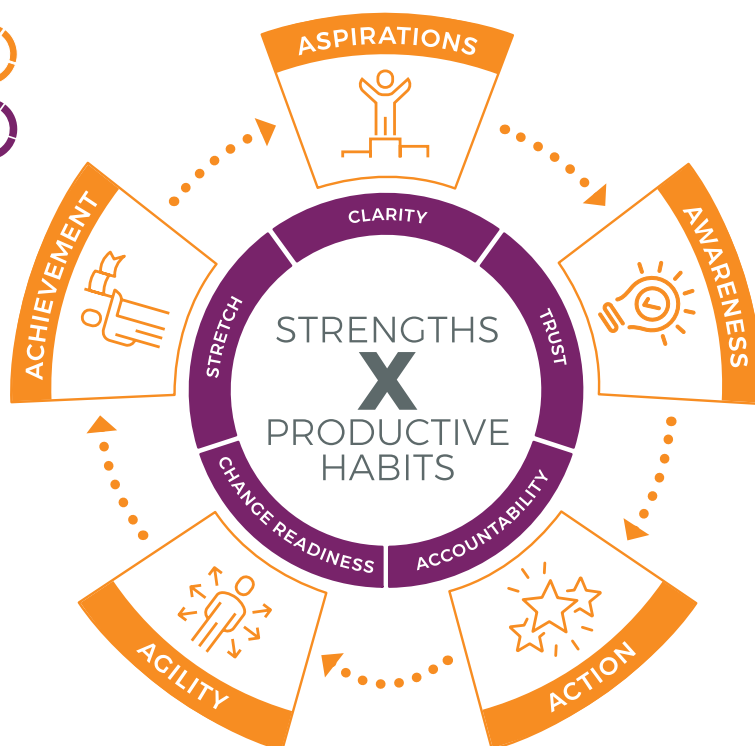
What was the outcome?

Peak Performing Team Pathway™

Team development stage



Productive Habit



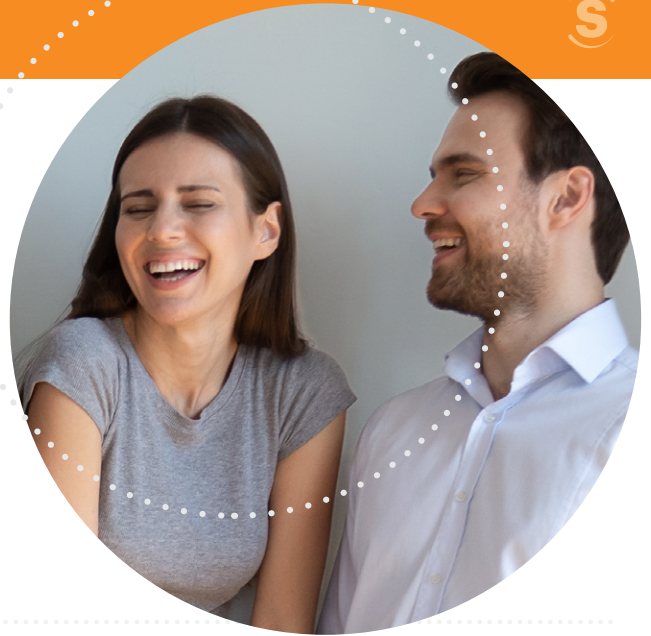
 Notes

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Clarifying team objectives and purpose

Team purpose

What do I understand our team purpose to be?



Notes

Team objectives

List up to 3 team objectives that are important for us to deliver our team purpose.



Notes

Our group strengths

1. What are our key strengths that will contribute to our purpose and objectives?

2. What strategies can we put in place to ensure we use these strengths?

Risks

1. What are the key risks that might prevent us from achieving our team purpose and objectives?

2. What strategies can we put in place to mitigate these?

Maximising your contribution

1. From your Significant 7, choose one of your most important strengths that could contribute in achieving team purpose and objectives



A. Why you chose this strength (in relation to team purpose and objectives)?

B. How this strength could help others in achieving team purpose and objectives?

C. Ask 'who would like to borrow this strength, why and when?'



Desert survival challenge

Desert survival challenge

MATERIALS:

FACILITATOR BRIEFING:

Having boarded a flight in June for Strengths Island you're excited to have 2 weeks to rest and reflect on your year ahead, your aspirations and your life's work. However, after several hours into the flight you hear a loud blast and the plane nosedives, minutes in you realize that the cabin is losing pressure. When you look outside the windows, you notice that the desert below is growing larger as the plane rapidly descends toward the ground. The pilot comes on to let you know that the plane has blown an engine and is therefore, going to crash so all on board should prepare for a crash landing. Within minutes the plane crashes and smoke and flames fill the cabin. All surviving passengers and crewmembers scramble to exit the plane before it explodes. A few minutes after the crash, the plane explodes in a fiery ball that reduces it to rubble.

With the exception of the airplane's captain and one crewmember, you and your teammates are the only survivors. Now you must decide how to work together to survive the desert climate and terrain, get help, and hopefully make it out of the desert alive.

Luckily everyone managed to salvage something from the plane on their way out, so let's have a look at what you have?



ITEM DETAILS:

1x Red and white parachute 1x Rain poncho 1x 1 litre water bottle per person 1x Pair of sunglasses 1x Pocket mirror 1x 2 litre bottle of vodka 1x Roll of bandages	1x Compass 1x Book entitled edible uses for the desert wild bounty 1x Handgun 1x Sectional air map of the area 1x Pocketknife 1x Torch with 4 batteries
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TASK: Rank your items in order of importance 13 being most important 1 being least important

Rank order	Items	Answer	Score (Difference between your answer and the guru answers)
EXAMPLE 13 (delegate answer)	Parachute – shelter from the sun	8 (desert survival guru order)	13 (delegate answer) 8 (desert survival guru answer) Score = 13-8=5
13			
12			
12			
10			
9			
8			
7			
6			
5			
4			
3			
2			
1			
		TOTAL	

Team reflection

1. How did we work as a group?

2. What strengths did we see in action?

3. Did we see any strengths in overdrive?

4. What did I learn about myself?

5. What did I learn about this group?

- 1 Responding to customers within 30 minutes
- 2 Making sure all queries are followed through from beginning to end
- 3 Delivering measurable delight to all customers

- 4 Providing feedback to other teams in the business about the products from customers (so any product glitches / positive feedback etc)
- 5 Sharing good practice with others in the Customer Service function



Notes

SAMPLE REPORT

Strengthscope
Team[™]

Contents

1. Introduction
2. Your team's clear strengths
3. Your team's strengths profile
4. Developing strengths to achieve peak performance
5. Potential energy drainers
6. Productive team habits
7. Team member comments
8. Developing the team's productive habits
9. Who completed the report?
10. Individual Significant 7 strengths
11. The 24 Strengthscope® strengths

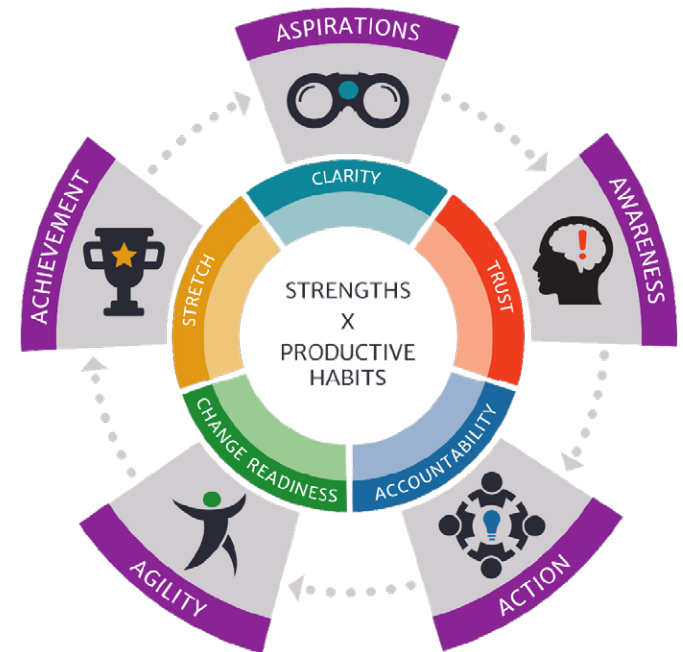
1. Introduction

Take your team performance to the next level with StrengthscopeTeam™.

StrengthscopeTeam™ will help your team to develop their performance by providing them with awareness and guidance on their:

- **Clear strengths** and how to develop these to enhance the team's performance
- **Risk areas** that may inhibit peak performance together with powerful ways to reduce the impact of these
- Effectiveness across **team habits** essential for teamwork and peak performance
- **Development recommendations** to strengthen the team and its performance.

We call this the **Peak Performing Team Pathway™**



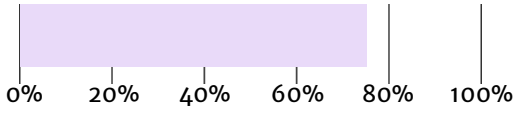
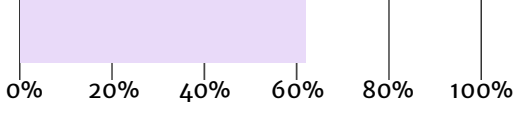
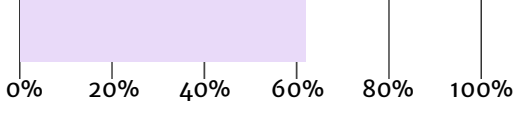
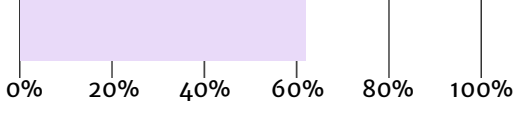
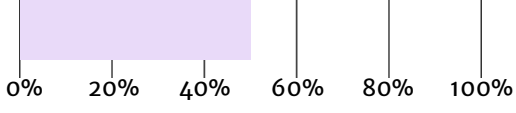
In order to be effective, teams need to understand and develop the strengths and energy of every team member. The best teams also develop and practice productive team habits in five areas to transform strengths into effective teamwork and business results at each stage of their development, from aspirations to achievement.

The most effective teams:

- Have **clarity** of goals, roles and responsibilities for the team
- Gain an **awareness** of where the team's strengths and performance risks lie to build **trust**
- Take **action** to draw on each other's strengths and ideas to reach clear decisions and ensure a high degree of **accountability**
- Develop **agility** to deal positively with change and develop **change readiness**
- Celebrate the team's **achievements** and take action to review and strengthen performance, ensuring continuous **stretch** and improvement

2. Your team's clear strengths

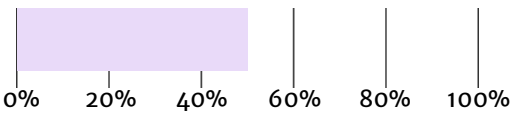
Based on your team's responses to the questionnaire, the following **clear strengths** have been identified as the most energizing for the team. The team should utilize areas of strength to deliver team goals and aspirations. The total number of team members reporting each strength appears below each bar graph.

	Your team's clear strengths	When the team is performing at its best
Relationship building 	Team members take steps to build networks of contacts and act as a 'hub' between people that they know.  Percentage of team reporting strengths 6 out of 8 team members reported this strength	- Team members actively build close relationships with co-workers and other stakeholders - Team members enjoy meeting new people and getting to know them - Team members strive to 'know everybody' and connect others wherever possible.
Collaboration 	Team members work cooperatively with others to overcome conflict and build towards a common goal.  Percentage of team reporting strengths 5 out of 8 team members reported this strength	- Team members are motivated to maintain cooperative working relationships with other individuals and groups - Team members feel stronger when working with, rather than against, others - Team members are energized when they identify a common goal that enables people to work together.
Emotional control 	Team members are aware of their emotional 'triggers' and how to control these to ensure they remain calm and productive.  Percentage of team reporting strengths 5 out of 8 team members reported this strength	- Team members are aware of their feelings and 'emotional trigger points' in response to their environment - Team members are motivated to shift inappropriate emotional states to more productive ones - Team members gain energy from controlling against emotional outbursts and remaining calm under pressure.
Empathy 	Team members readily appreciate other people's perspectives and viewpoints.  Percentage of team reporting strengths 5 out of 8 team members reported this strength	- Team members are energized when they can see the world from another person's viewpoint - Team members are motivated to appreciate not only what people are saying, but also why they are saying it - Team members report a keen interest and understanding of 'what makes people tick'.
Compassion 	Team members demonstrate a deep and genuine concern for the well-being and welfare of others.  Percentage of team reporting strengths 4 out of 8 team members reported this strength	- The team draws energy from caring for the general well-being and welfare of others - Team members are motivated to show kindness to others in times of need or crisis - Team members are compelled to place others' needs ahead of their own.

Persuasiveness



Team members are able to win agreement and support for a position or desired outcome.



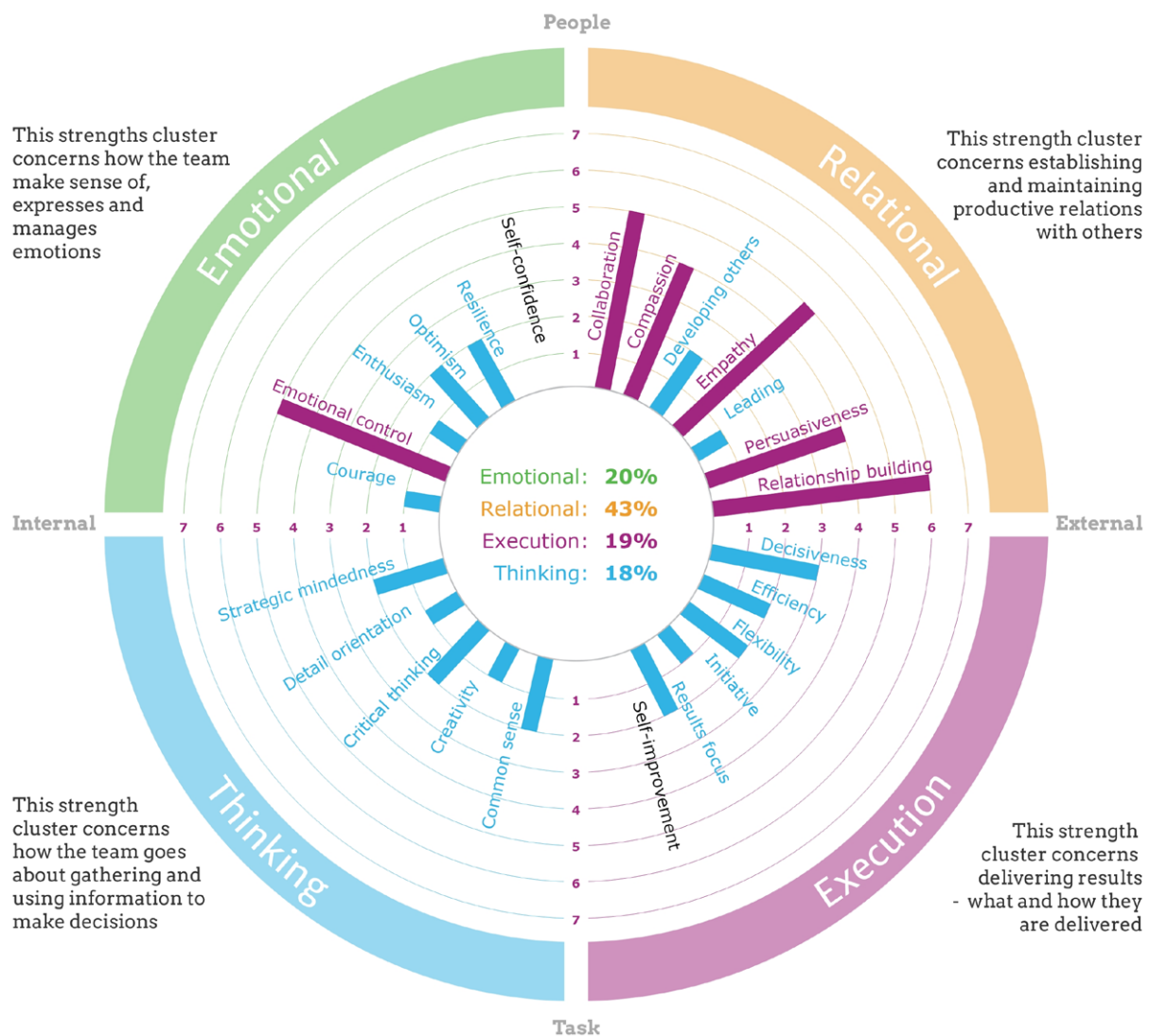
Percentage of team reporting strengths
4 out of 8 team members reported this strength

- Team members are motivated to persuade others towards their way of thinking
- The team enjoys negotiation and debate
- There are times when team members will 'stop at nothing' to persuade and convince others.

3. Your team's strengths profile

The graph below shows **your team's strengths profile** across Strengthscope®'s four clusters: **Emotional**, **Relational**, **Thinking** and **Execution**. The bars represent how many team members report each strength as one of their 'Significant 7'. Higher bars represent those strengths which are more natural and energizing for the team to use. Lower bars represent strengths which provide the team with less energy and enjoyment in their work. The percentages in the inner circle show you how the team's strengths are distributed across four energy clusters. Please note that these are for guidance only, as your average scores across the clusters may be similar.

In the centre of your wheel, you can see percentage scores for each of the four cluster areas. The baseline is 25% for each cluster, so the further away the scores are from 25%, the greater preference the team shows towards, or away from, that cluster. Consider the type of activities the team might be energized by and potentially excel at. The two clusters at the top of the wheel – **Emotional** and **Relational** – involve being energized by working with **people** while the two at the bottom of the wheel – **Thinking** and **Execution** – involve being energized by the nature of **tasks**. The two clusters on the left hand side of the wheel – **Emotional** and **Thinking** – involve being energized by activities that are **internal** to you (i.e. your inner world or thoughts and emotions) while the two on the right hand side – **Relational** and **Execution** – involve being energized by **external** activities (i.e. the outer world of people and getting things done).



'Significant 7' strengths are highlighted by the use of coloured bars:

Purple bars appear when more than 40% of team members report a particular strength as one of their 'Significant 7'

Blue bars appear when between 11 – 40% of team members report a particular strength as one of their 'Significant 7'

Grey bars appear when between 1 – 10% of team members report a particular strength as one of their 'Significant 7'

No bar is shown when no one reports a particular strength as one of their 'Significant 7'.

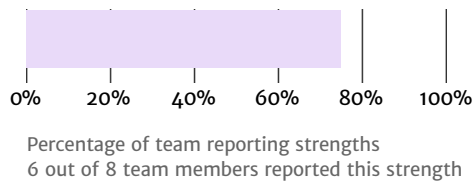
4. Developing strengths to achieve peak performance

A team's awareness of its strengths is crucial. However, it is important to translate this awareness into action in order to achieve **peak performance**. This section will help you to develop your team's strengths by helping you understand and strengthen its performance in the following areas:

- How to **stretch beyond your comfort zone** and apply your team's strengths to take team performance to the next level
- How to ensure you are using your team's strengths in a careful way, taking into account of the requirements of the situation to minimize risks associated with **overdrive**. Strengths can go into overdrive when they are overused or used in the wrong way or at the wrong time leading to negative, unintended outcomes.

Adopt a 'less is more' approach and try to identify a few priority areas to focus on at any one time to maximize your team's chances of success. As a reminder, the total number of team members reporting each strength appears below each bar graph.

Relationship building



Activities for development

- Identify key stakeholders outside the team with whom you can strengthen relationships, helping the team to raise its visibility and achieve its goals
- Identify stakeholders from outside the organization with whom you can build strong relationships to help achieve team goals and build up an external network
- Explore new ways in which the team can strengthen its role as a 'hub' and connector of people/groups who would benefit from knowing each other and working together.

Overdrive

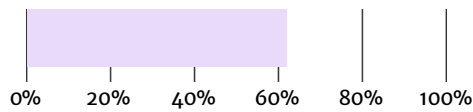
Risk behaviours to watch out for:

Team members may continue to initiate new relationships without having sufficient time to spend on their existing network of contacts. This may lead to spending too long in discussion about relationships both within and outside the team, without necessarily focusing on how the team could use these relationships to enhance its performance.

Ways to reduce strengths in overdrive:

- The team should spend time identifying its key stakeholders and focusing efforts on these stakeholders to support team goals
- Ensure that low priority relationships are given limited attention and that new relationships are only developed if of strategic benefit.

Collaboration



Percentage of team reporting strengths
5 out of 8 team members reported this strength

Activities for development

- Break down silos inside/outside the organization by actively partnering with other groups
- Create a 'learning hub' with other stakeholder groups to share knowledge and improve team performance
- Develop skills in using negotiation, problem-solving and facilitation skills to ensure that all members of a collaborative group can easily build common ground.

Overdrive

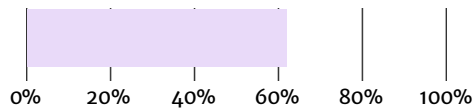
Risk behaviours to watch out for:

Team members may continue to seek collaborative 'win-win' solutions where none naturally exist, and may spend too long seeking consensus in decision making. Team discussions may therefore go on too long, while 100% agreement is sought, and individual accountability may be low as the group takes 'collective' responsibility for actions agreed.

Ways to reduce strengths in overdrive:

- Give one member of the team responsibility for moving the group forward if consensus cannot be reached and/or introduce a strategy such as voting.
- Ensure that actions agreed by the team are allocated to designated individuals at the end of meetings and that these actions are reviewed at the next meeting.

Emotional control



Percentage of team reporting strengths
5 out of 8 team members reported this strength

Activities for development

- Find projects where emotional control is an asset, e.g. negotiations, dealing with difficult customers/emergencies, etc. and propose the team's involvement
- Help others outside the team to develop greater 'professionalism' in their conduct to improve the organization's performance overall
- Learn about emotional intelligence (EI or EQ), as well as negotiation, influencing and crisis management to develop greater skills within the team.

Overdrive

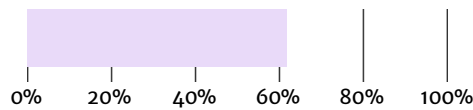
Risk behaviours to watch out for:

Team members may be seen as dispassionate and distant when they hold back their emotions from others. Team members' real views may be difficult to ascertain during team meetings if they withhold their feelings. There is a risk that team cohesion may be low if team members choose not to connect with others on an emotional level.

Ways to reduce strengths in overdrive:

- Ensure that team members are given time to air their feelings and personal views on issues so that emotions are not ignored
- Ensure that the team considers carefully how to engage with key stakeholders to avoid being seen as aloof or lacking interest.

Empathy



Percentage of team reporting strengths
5 out of 8 team members reported this strength

Activities for development

- Develop coaching skills to improve questioning and listening abilities and so deepen understanding of colleagues, stakeholders and customers
- Use the empathy strengths within the team to share understanding of stakeholder needs and explore how these can most effectively be met
- Learn about emotional intelligence and how it can be used in a work context to build better relationships and deal with challenges effectively.

Overdrive

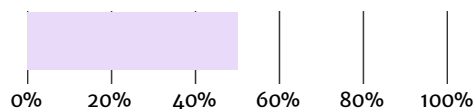
Risk behaviours to watch out for:

Team members can become so immersed in others' situations that they may lose the ability to provide objective support and guidance. The team may spend too long with others in a bid to fully understand stakeholder perspectives rather than taking a quick decision to move the team forward. The team may get 'stuck' overanalyzing others' behaviour and motives unnecessarily.

Ways to reduce strengths in overdrive:

- Remember to maintain a business perspective when considering others' behaviour and motives to ensure that this analysis brings value to the team and organization
- Have a member of the team monitor meetings to keep the team focused on its own goals rather than getting too focused on others' agendas.

Compassion



Percentage of team reporting strengths
4 out of 8 team members reported this strength

Activities for development

- Ask team members and others whether they need emotional support to perform at their best during stressful periods, in ways that build self-sufficiency
- Signpost those in need to other avenues of support rather than always being the 'go to' people, to give the team sufficient time to focus on its own priorities
- Learn about co-dependence and interdependence so that team members can remain supportive of others who may be in need without encouraging dependence.

Overdrive

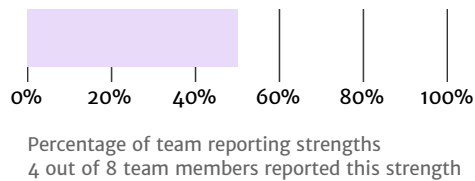
Risk behaviours to watch out for:

The team may put the needs of others before its own best interests, particularly when stakeholders appear most in need, and may be taken advantage of as a result. Team members may find it hard to have tough conversations if this risks others' feelings being hurt. The team may risk burnout if team members spend too much time looking after others, at the expense of their own needs.

Ways to reduce strengths in overdrive:

- Ensure that time spent considering others' needs (both inside and outside the team) is balanced, so that it is dealt with efficiently
- Be aware of the urge to take care of others and place sufficient focus on the goals and objectives of the team, checking in on these regularly.

Persuasiveness



Activities for development

- Identify the stakeholders likely to have the biggest impact on the team's success and use the team's persuasion skills to get them on board with ideas, plans and goals
- As a team, reflect on how you break down complex information to make it simple and accessible so that others can easily understand it
- Learn effective influencing and negotiation skills and practice these across the team. Use both 'advocacy' and 'inquiry' behaviours when influencing others.

Overdrive

Risk behaviours to watch out for:

Team members try to influence most outcomes in their favor, irrespective of the importance of the issue. The team may also indulge in debate for debate's sake, rather than focusing on outcomes. This may lead to too much advocacy, poor listening, long meetings, unresolved conflicts, and low accountability.

Ways to reduce strengths in overdrive:

- Keep debates focused on the overall purpose of an issue or meeting and keep them short
- Provide sufficient time for everyone to be heard at meetings with team members practicing being brief and to the point.

5. Potential energy drainers

An **energy drainer** occurs when 10% or fewer team members report a particular strength as significant for them. These are the areas where the team is least energized. Because of this, potential energy drainers help identify areas where the team might be least effective.

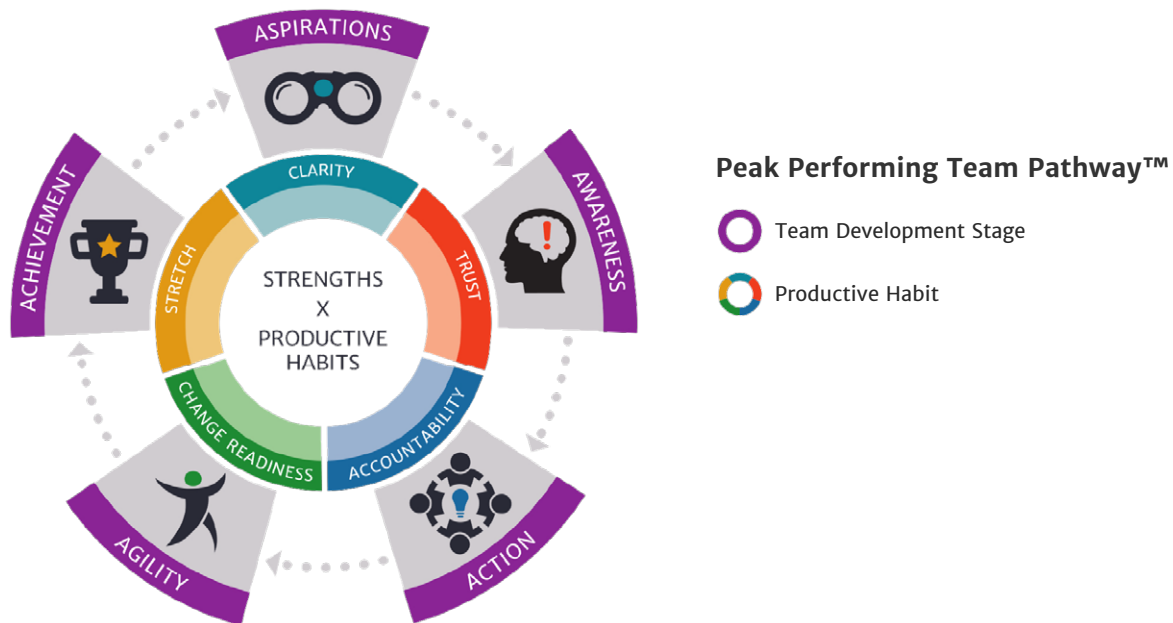
In some cases, although a team might not be energized in a particular area, it may still demonstrate good competence in the area as a result of skills and habits team members have learned through experience and good discipline. It is also important to remember to draw on any members of the team who do possess the strength, as their input alone may mitigate an energy drainer.

Below is a list of your team's energy drainers. Consider these energy drainers and the extent to which they risk undermining strong teamwork and delivery of the team's objectives. The energy drainers are listed below from those that are least often reported by team members to those most often reported.

Strengths	Risk behaviours to watch out for	Ways to reduce energy drainer
Self-improvement  (0/8 respondents)	- Team members are less likely to participate in developmental activities - The team is less energized by building skills and knowledge for the future - Team members won't look for ways to learn from the experiences of others	- Make sure that team members follow their own personal development plans - Encourage new knowledge into the team by running expert breakfast/lunch sessions - Ensure that those in the team with a Self-improvement strength are given sufficient opportunity to give their view during meetings.
Self-confidence  (0/8 respondents)	- Team members are less energized by trusting their own abilities and judgment - The team does not necessarily believe that it will be able to do what it plans - Team members do not always convey their ideas in a confident way	- Seek feedback on the team from external sources as to what it does best - Ensure that team members are allowed time to put forward their ideas without criticism - Ensure that those in the team with a Self-confidence strength are given sufficient opportunity to give their view during meetings.

6. Productive team habits

As mentioned at the start of this report, our research has shown that the best performing teams not only develop the strengths of team members, but also ensure they develop **productive habits** across five key areas at each stage of the team development cycle, see diagram below:



The graph overleaf shows team members' feedback on the team's productive habits based on the Peak Performing Team Pathway™.

Green bars show habits that are helping the team achieve higher performance. **Amber bars** show habits where the team are performing well. **Red bars** show which habits may be blocking the team from strong performance.

Team habits ensure strengths can be developed and translated into **measurable performance outcomes**.

Following on from this graph, the report captures team members' comments and ratings on the following areas:

- What is already working well in the team that can be maximized to help the team achieve its goals
- The effectiveness of the team
- What one specific action can the team take in the next 90 days to make it effectiveness closer to a 10?

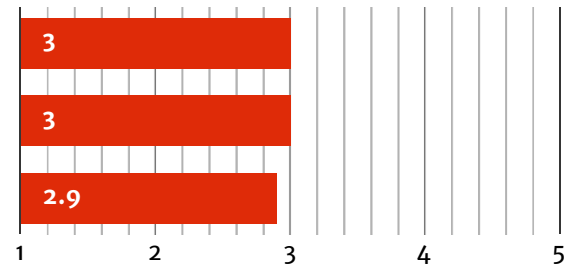
We recommend that you strengthen team performance and get closer to a '10' rating by **building on enablers** and planning to **overcome blockers**, particular those with the greatest impact on the delivery of team objectives.

Clarity

The team's purpose is clear, meaningful and understood by all team members

The team has clear measurable goals and implementation plans to achieve its purpose

The team is clear on each member's role and expected contribution to the team's goals

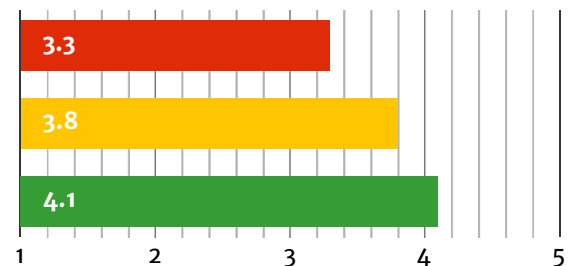


Trust

Team members are able to share their ideas and views openly and honestly at team meetings

Team members understand and trust each other's strengths and competence

Team members can rely on each other for help and support to get the job done

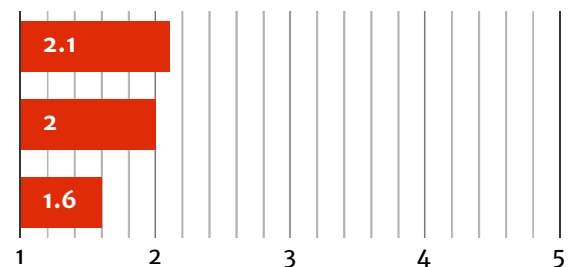


Accountability

Team members are strongly committed to achieving the highest standards by taking full ownership of their actions and results

Team members are called to account when work is not delivered or agreed standards are not met

Team members are totally confident that other team members will implement agreed decisions, even if agreement was hard to reach

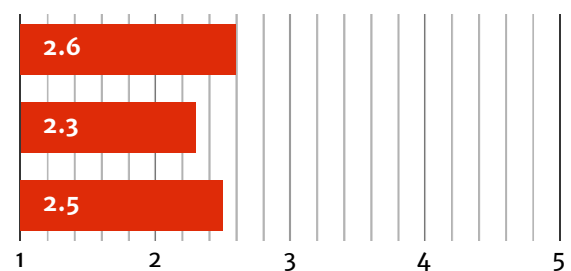


Change readiness

Team members focus more on solutions than on problems when faced with challenges and uncertainty

The team is always watching for changes in its operating environment and how it can best deal with these

Team members work hard to understand and engage people who have concerns about or resist changes needed by the team

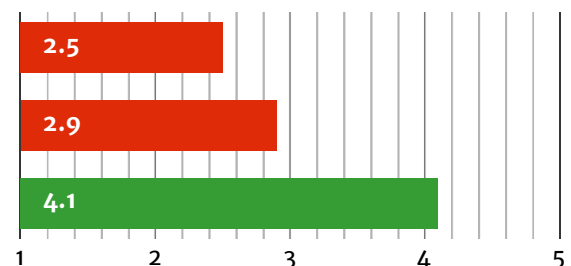


Stretch

Team members take time together to recognize and share successes and milestones

The team regularly seeks feedback on its performance from its most important customers/stakeholders

Team members provide each other with constructive feedback to ensure team performance is continuously improved



7. Team member comments

The comments below have been made in response to three questions asked of each team member. Comments remain anonymous and are not presented in any particular order to ensure they cannot be attributed to specific team members. Please remember that the value of this section is to identify themes and patterns in the comments, not to try to pinpoint who said what.

What already works well in the team that should continue and be built upon?

Team members' responses are described in full below:

"High level of trust amongst some team members"

"The strong relationships between team members and the significant strengths that we have"

"Build on our solid performance to date"

"Strong performance over the past 2 years and a real confidence and belief that we can overcome challenge"

"Generally friendly atmosphere"

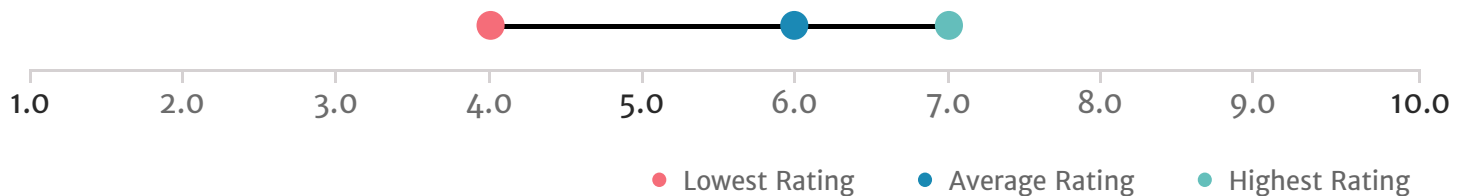
"The way the team works internally is fairly good with a positive feel about it"

"Parts of the team are very close and work superb together"

"Good team, great relationships, enjoyable atmosphere"

Overall team effectiveness

Raters have evaluated the team's effectiveness (where 1 = Highly ineffective and 10 = Highly effective) at delivering a strong and positive performance as:



What one thing could the team do in the next 90 days to move its effectiveness closer to a 10?

Team members' responses are described in full below:

"It is a very insular team as far as I can tell, there is very little engagement with, or understanding of customers. So more outward focus needed."

"Ensuring that all team members understand and are prioritising the teams objectives"

"Better collaboration with other teams and departments internally – this is causing us the biggest problems"

"More courageous leadership is needed to ensure that we get the resources and support that we need"

"Not everyone is included, so we can't make the best contribution we'd like to. There are some strengths I have that I think the team really needs but I'm not sure they know that I have these strengths and skills."

"Greater solution focus, less whinge culture"

"Spending time figuring out our main purpose and getting everyone to agree to it. We can't do everything anymore"

"Don't throw the baby out with the bath water, we are doing good"

We recommend that you identify and prioritize top themes/ideas from team member comments to action in the next 90 days.

8. Developing the team's productive habits

Members of a peak performing team have learned to develop their effectiveness by strengthening their own performance, as well as learning more effective ways of working with other team members. By recognizing their strengths, potential energy drainers and untapped potential, they learn to adapt and improve continuously to maintain peak performance.

The most effective teams:

- Have **clarity** of goals, roles and responsibilities for the team
- Gain an **awareness** of where the team's strengths and performance risks lie to build **trust**
- Take **action** to draw on each other's strengths and ideas to reach clear decisions and ensure a high degree of **accountability**
- Develop **agility** to deal positively with change and develop **change readiness**
- Celebrate the team's **achievements** and take action to review and strengthen performance, ensuring continuous **stretch** and improvement

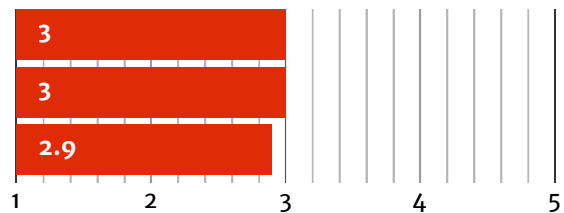
● **Enabler** ● **Neutral** ● **Blocker**

Aspirations > Clarity

Your team:



3.0



Meaning

The team's purpose is not clear, meaningful or understood by all team members

The team does not have clear measurable goals or implementation plans to achieve its purpose

The team is not clear on each member's role and expected contribution to the team's goals

Action to boost effectiveness

Ask each member of the team to illustrate their 'picture of success' for the team. Identify the common themes to develop an overall team picture of success.

Encourage the team to develop goals based on their picture of success. This should include tangible measures aligned to organizational goals and a 'charter' around the way things are done.

Provide clarity on each team member's role and responsibilities in achieving the team's goals, and how this will be measured.

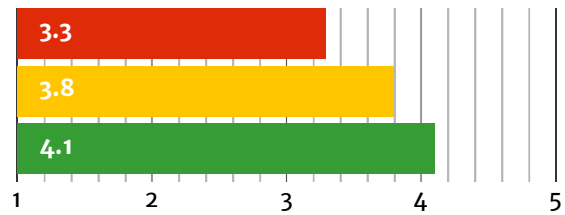
● Enabler ● Neutral ● Blocker

Awareness > Trust

Your team:



3.7



Meaning

Team members are not able to share their ideas and views openly and honestly at team meetings

Team members understand and trust each other's strengths and competence to some degree

Team members always call on each other for help and support to get the job done

Action to boost effectiveness

Undertake a review of team meetings as they run currently. Ensure that meetings are chaired to ensure appropriate airtime for everyone and check in with those less vocal regularly.

Find an engaging and easily accessible way to make team member strengths and skills visible and use this in team meetings to make decisions on how to utilize each other's strengths and skills to achieve objectives.

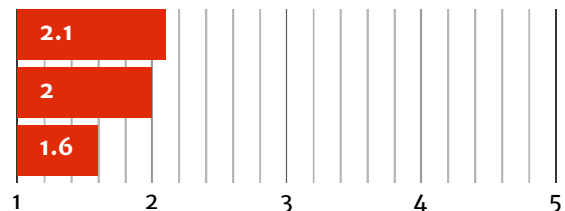
Compile a table of each team member's 3 Standout strengths and what they would like other members of the team to 'call on them' for to help them achieve team goals.

Action > Accountability

Your team:



1.9



Meaning

Team members are not committed to achieving the highest standards as they do not take ownership of their actions and results

Team members are not called to account when work is not delivered or agreed standards are not met

Team members are not at all confident that other team members will implement agreed decisions, even if agreement was hard to reach

Action to boost effectiveness

Ensure that individual accountabilities are documented and reviewed regularly alongside progress against agreed goals.

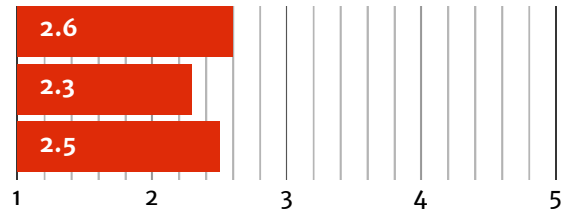
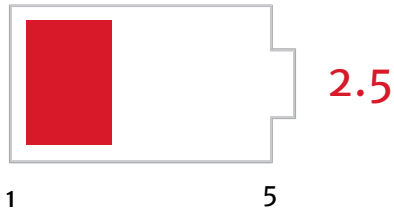
Ensure that a strong performance management process exists related to goal achievement, which also explains consequences for shortfalls.

Make sure that decisions are discussed sufficiently to ensure buy in by all team members. Ensure all concerns are resolved fully so that genuine commitment to action is agreed.

● Enabler ● Neutral ● Blocker

Agility > Change readiness

Your team:



Meaning

Team members focus more on problems than on solutions when faced with challenges and uncertainty

The team rarely watches for changes in its operating environment and how it can best deal with these

Team members rarely try to understand or engage people who have concerns about or resist changes needed by the team

Action to boost effectiveness

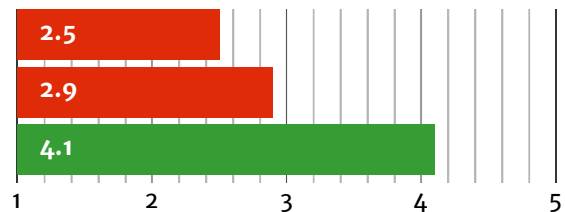
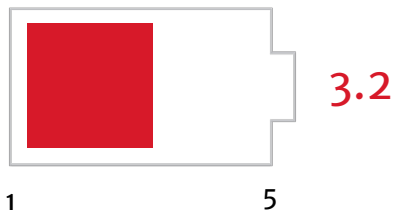
Introduce the team to 'FLIP' thinking and ask them to refer frequently to the 'Path of possibility' model to ensure that they stay solutions-focused

Run 'PESTLE' analysis to identify upcoming changes which may present threats or opportunities to the team and create a plan which reflects this.

Learn effective influencing and negotiation skills as a team. Use both 'advocacy' and 'inquiry' behaviours when trying to influence.

Achievement > Stretch

Your team:



Meaning

Team members do not take time together to recognise and share successes and milestones

The team does not seek feedback on its performance from its most important customers/stakeholders

Team members provide each other with constructive feedback to ensure actions and approaches are continuously improved

Action to boost effectiveness

Create opportunities to communicate and celebrate progress. Capture success stories from the team's key stakeholders/customers and communicate these.

Help the team to develop a simple framework for capturing and assessing customer/stakeholder feedback. Use this data to continuously improve the team's offering by better meeting customer requirements.

Create a forum in which team members feel comfortable to provide each other, and the team overall, with constructive feedback to stretch performance. Take forward the best ideas for improvement.

9. Who completed the report?

This is the report for CRMTeamTest, with the following team members having completed Strengthscope®:

- Astrid Riksdottir
- Darren Gwilym
- Fei Hong
- Kwame Mwayenga
- Navya Anand
- Rasmus Patel
- Santiago Berger
- Yazmin Askelson

10. Individual Significant 7 strengths

The table below shows each team member's Significant 7 strengths across the four clusters. It can be used as a quick guide to see who has which strengths, when action planning, problem-solving or reviewing as a team.

		Astrid Riksdottir	Darren Gwilym	Fei Hong	Kwame Mwayenga	Nayya Anand	Rasmus Patel	Santiago Berger	Yazmin Askelson	Total Frequency
EMOTIONAL	Courage				●					1
	Emotional control		●	●	●	●		●		5
	Enthusiasm					●				1
	Optimism					●		●		2
	Resilience		●						●	2
	Self-confidence									0
RELATIONAL	Collaboration			●	●	●	●		●	5
	Compassion			●	●		●		●	4
	Developing others			●					●	2
	Empathy			●	●	●	●		●	5
	Leading							●		1
	Persuasiveness			●	●	●	●			4
	Relationship building			●	●	●	●	●	●	6
EXECUTION	Decisiveness	●	●				●			3
	Efficiency	●	●							2
	Flexibility						●	●		2
	Initiative							●		1
	Results focus	●	●							2
	Self-improvement									0
THINKING	Common sense		●					●		2
	Creativity	●								1
	Critical thinking	●	●							2
	Detail orientation	●								1
	Strategic mindedness	●							●	2

11. The 24 Strengthscope® strengths

 Emotional  Courage: - Taking on challenges and facing risks by standing up for what you believe  Emotional control: - Being aware of your emotional 'triggers' and how to control these to ensure you remain calm and productive  Enthusiasm: - Demonstrating passion and energy when communicating goals, beliefs, interests or ideas you feel strongly about  Optimism: - Remaining positive and upbeat about the future and your ability to influence it to your advantage  Resilience: - Dealing effectively with setbacks and enjoying overcoming difficult challenges.  Self-confidence: - Having a strong belief in yourself and your abilities to accomplish tasks and goals	 Relational  Collaboration: - Working cooperatively with others to overcome conflict and build towards a common goal  Compassion: - Demonstrating a deep and genuine concern for the well-being and welfare of others  Developing others: - Promoting other people's learning and development to help them achieve their goals and fulfil their potential  Empathy: - Readily identifying with other people's situations seeing things clearly from their perspective  Leading: - Taking responsibility for influencing and motivating others to contribute to the goals and success of their group and organization  Persuasiveness: - Being able to win agreement and support for a position or desired outcome  Relationship building: - Taking steps to build networks of contacts and acting as a 'hub' between people that you know	 Execution  Decisiveness: - Making quick, confident, and clear decisions, even when faced with limited information  Efficiency: - Taking a well-ordered and methodical approach to tasks to achieve planned outcomes  Flexibility: - Remaining adaptable and flexible in the face of unfamiliar or changing situations  Initiative: - Taking independent action to make things happen and achieve goals  Results focus: - Maintaining a strong sense of focus on results, driving tasks and projects to completion  Self-improvement: - Drawing on a wide range of people and resources in the pursuit of self-development and learning	 Thinking  Common sense: - Making pragmatic judgments based on practical thinking and previous experience  Creativity: - Generating new ideas and original solutions to move things forward  Critical thinking: - Approaching problems and arguments by breaking them down systematically and evaluating them objectively  Detail orientation: - Paying attention to detail in order to produce high quality output, no matter what the pressures  Strategic mindedness: - Focusing on the future and taking a strategic perspective on issues and challenges
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Tools to optimize your performance

Want to find out more about your performance at work? Why not take:

Strengthscope360™

Strengthscope360™ is a quick and simple multi-rater assessment which builds on the initial Strengthscope® self-report, plugging in other people's feedback (e.g. co-workers)

StrengthscopeLeader™

This report allows leaders to discover what it is that makes them truly unique, and provides valuable feedback on how to bring their authentic style into their leadership role

StrengthscopeEngage™

StrengthscopeEngage™ is split into two reports: StrengthscopeEngage™ Baseline and StrengthscopeEngage™ Progress and together they measure changes in staff engagement and productive use of strengths following on from development initiatives.

For additional resources to optimize your strengths and reduce performance risks, visit www.strengthscope.com

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Team tool kit

Pre-session support

1. Why are strengths important?
2. What to consider when designing team intervention?
3. Evaluating impact of your team session
4. Timeline checklist

Questionnaire

1. Pre-session questionnaire
14 PICK and CHOOSE QUESTIONS

Energizers

1. How well do we know each other?
QUICK
2. Team line up
QUICK
3. Question mingle
MEDIUM
4. Paper plane
MEDIUM
5. Sync claps
QUICK
6. Back to back drawing
MEDIUM

Team simulations

- 1 Desert survival challenge
30 MINS
- 2 Magic stones and crocodiles
1 HR 40 MINS
- 3 Schlopps and zlocks
30 MINS

Aspirations/Clarity

- 1 Purpose and Objectives
30 MINS - 1 HOUR
- 2 Team Charter
1 HOUR
- 3 Team Charter Lite
30 MINS

Awareness/Trust

1. Strengths and risks
30 MINS - 1 HOUR
2. Maximizing my contribution
30 MINS - 1 HOUR
3. Maximizing my contribution and minimizing risk
2-3 HOURS
4. Team brand
30 MINS - 1 HOUR

Action/Accountability

1. Team charter check in
30 MINS - 1 HOUR
2. SPROT
30 MINS - 1 HOUR
3. Strengths and habits in action
30 MINS - 1 HOUR

Agility/Change readiness

1. Team change timeline
30 MINS - 1 HOUR
2. Personal change journey
30 MINS - 1 HOUR
3. Conflict response
30 MINS - 1 HOUR

Achievement/Stretch

1. Feedback game
30 MINS - 1 HOUR
2. Hidden Heroes
30 MINS - 1 HOUR
3. Successes and learnings
30 MINS - 1 HOUR
4. Check out
15 - 30 MINS

Design sprint

Team objectives:

To design 3-4 facilitated sessions for Darren's team (over a 6-12month timeline).

Assume everyone has completed Strengthscope and had a 1-2-1 coaching session.

Materials to use in your design:

- StrengthscopeTeam™ report
- Team Toolkit (cards)
- Darren's team objectives
- Your own team design experience

Design output:

- High-level overview of what 3-4 sessions could cover
- High-level outcomes from each session
- Pre-work and bridge work where appropriate
- Presentations back 5 mins each team



Notes

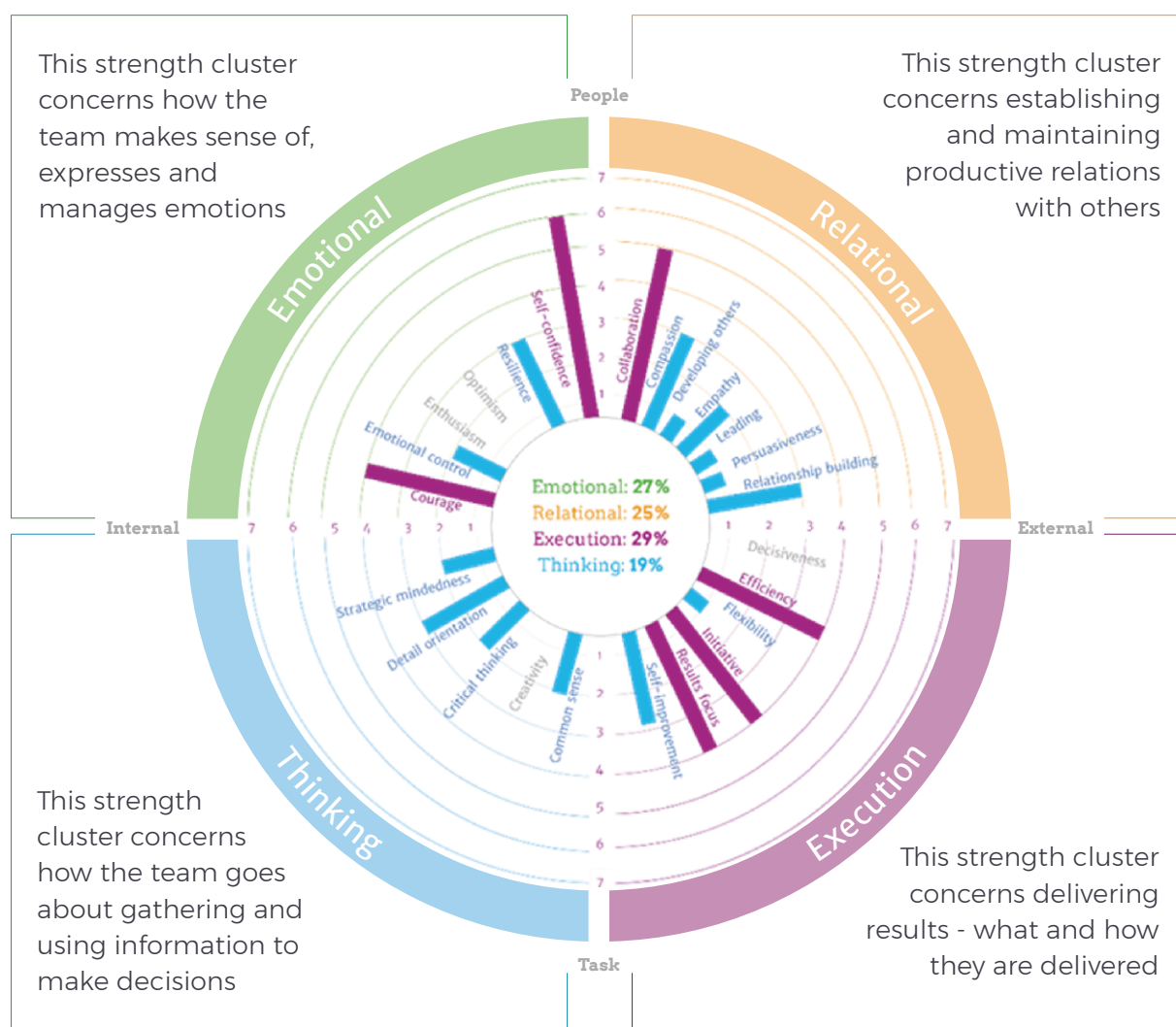
Sample team profiles

**PHARMA SALES
SUPPORT TEAM**

This is a multidisciplinary matrixed pharmaceutical sales support team.

It comprises senior medics, salespeople and project managers working with a new drug going to market.

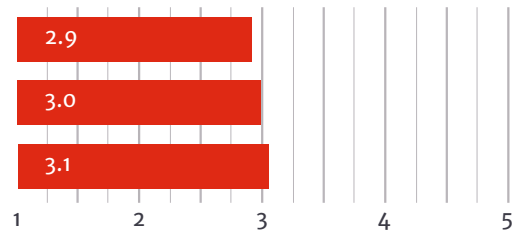
They are a new team trying to figure out its preferred ways of working and how to get the best from the team.



● Enabler ● Neutral ● Blocker

Clarity

The team's purpose is clear, meaningful and understood by all team members



The team has clear measurable goals and implementation plans to achieve its purpose

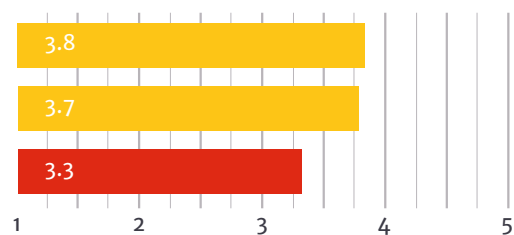


The team is clear on each member's role and expected contribution to the team's goals

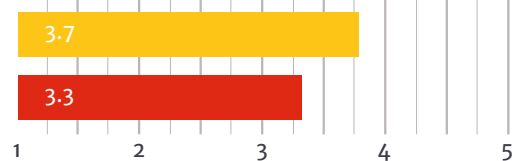


Trust

Team members are able to share their ideas and views openly and honestly at team meetings



Team members understand and trust each other's strengths and competence

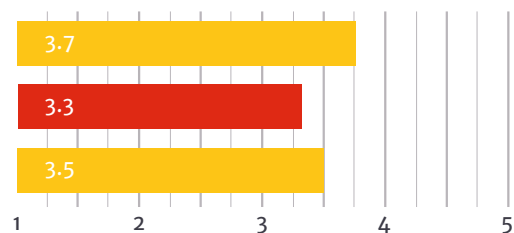


Team members can rely on each other for help and support to get the job done

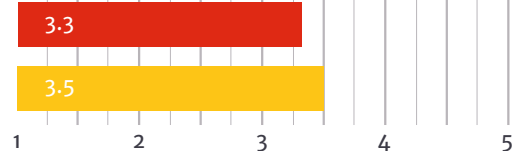


Accountability

Team members are strongly committed to achieving the highest standards by taking full ownership of their actions and results



Team members are called to account when work is not delivered or agreed standards are not met

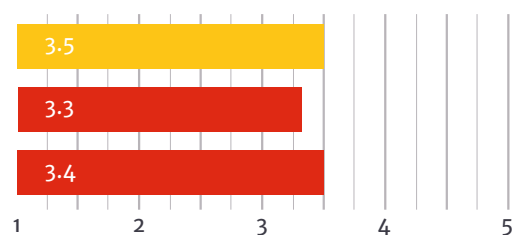


Team members are totally confident that other team members will implement agreed decisions, even if agreement was hard to reach

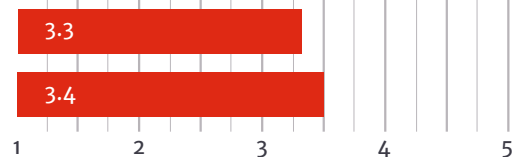


Change readiness

Team members focus more on solutions than on problems when faced with challenges and uncertainty



The team is always watching for changes in its operating environment and how it can best deal with these

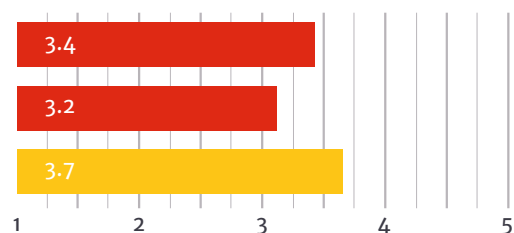


Team members work hard to understand and engage people who have concerns about or resist changes needed by the team

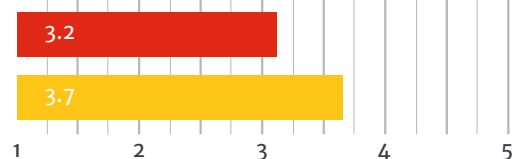


Stretch

Team members take time together to recognize and share successes and milestones



The team regularly seeks feedback on its performance from its most important customers/stakeholders



Team members provide each other with constructive feedback to ensure team performance is continuously improved



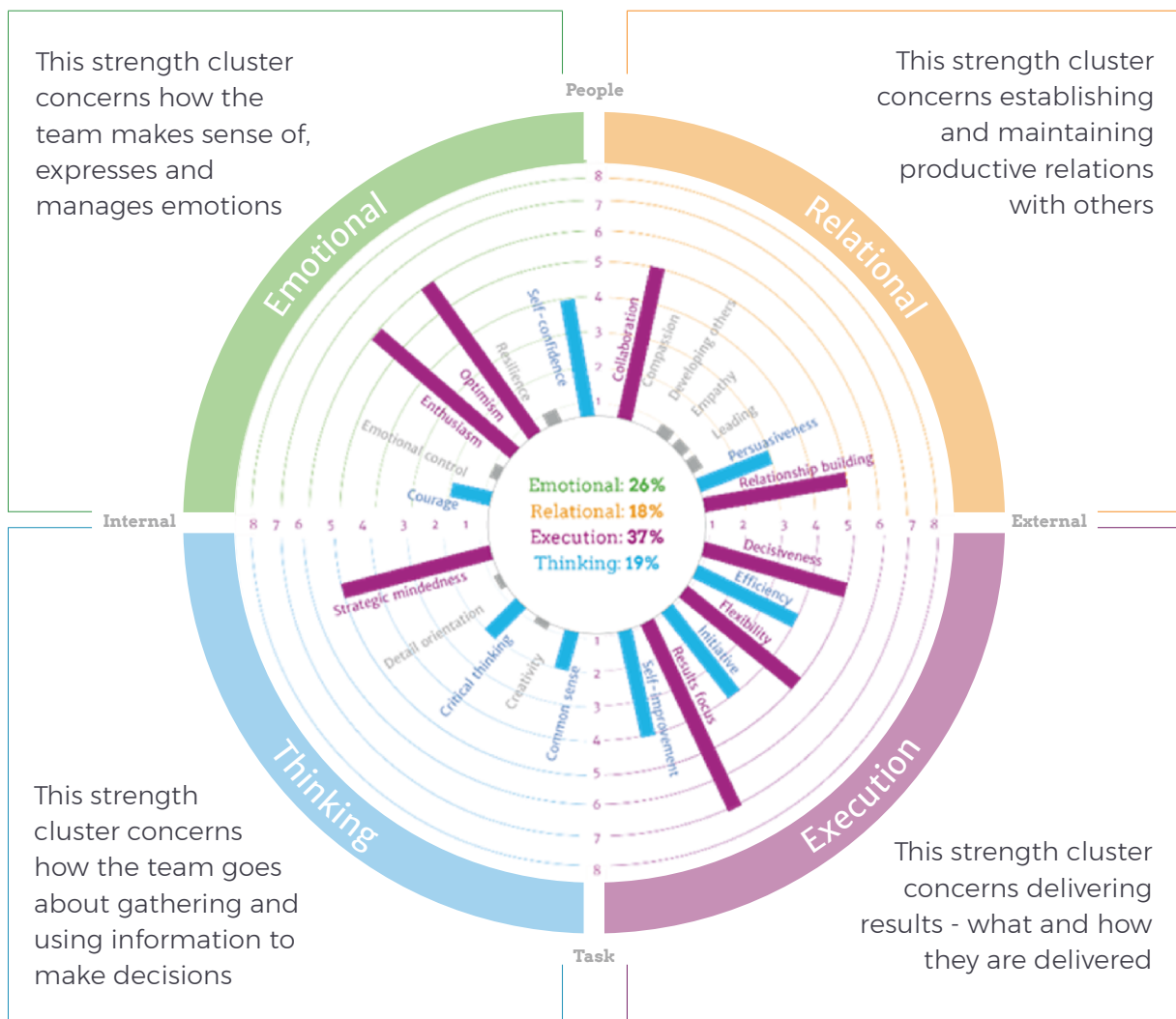
Sample team profiles

2 INTERNATIONAL VIRTUAL PROJECT TEAM

This is a virtual project team set up to deliver a specific project with a global remit.

They are based all over the world - no members are located on the same site.

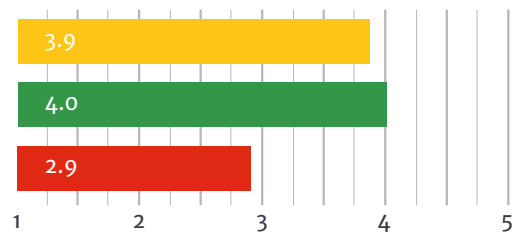
There is a requirement for stakeholders to be influenced/on boarded to deliver this project successfully.



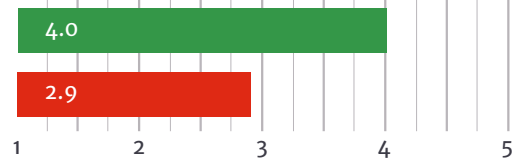
● Enabler ● Neutral ● Blocker

Clarity

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Trust

Team members are able to share their ideas and views openly and honestly at team meetings



Team members understand and trust each other's strengths and competence



Team members can rely on each other for help and support to get the job done



Accountability

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The team regularly seeks feedback on its performance from its most important customers/stakeholders



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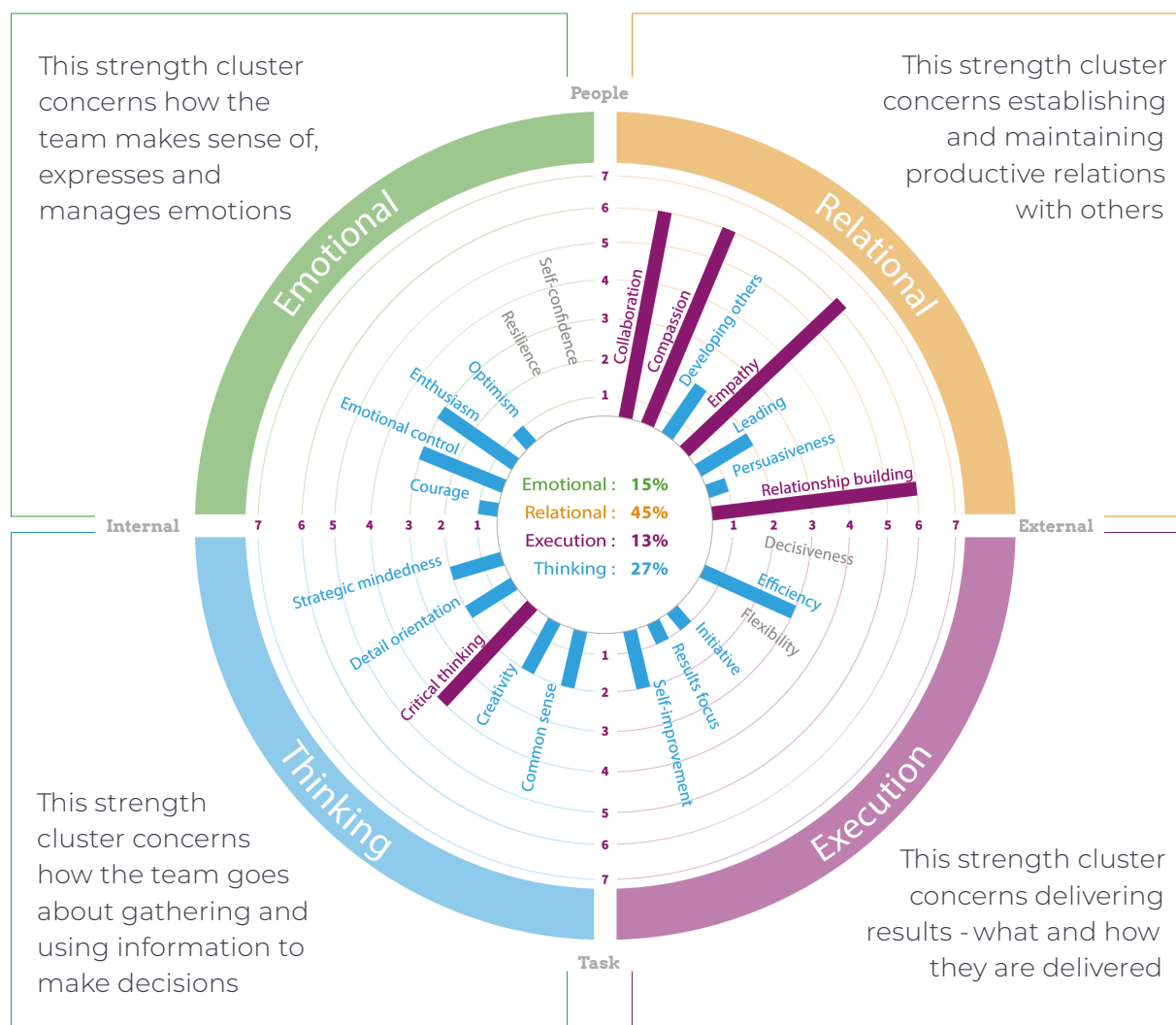


Sample team profiles

3 CORPORATE L&D TEAM

This is a distributed national L&D team for a corporate company.

They are a small team struggling to service a large number of internal clients across a wide range of business lines.



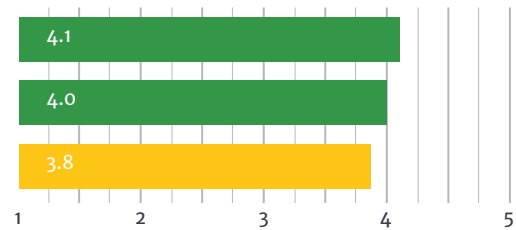
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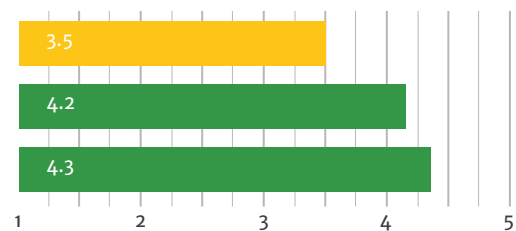


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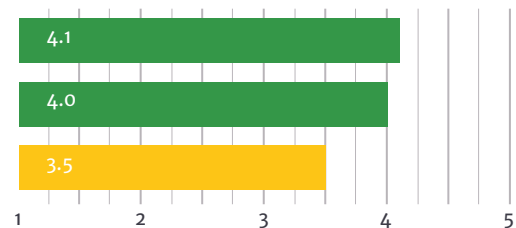


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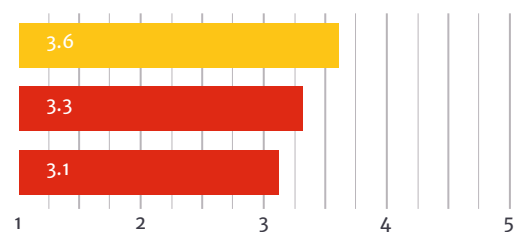


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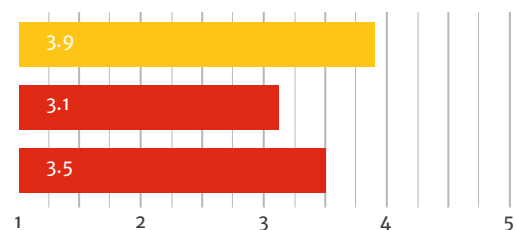


Stretch

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Client system and practitioner zone

This is where you can manage your reports and projects. The Practitioner Zone is within the system and is the place to go for assets, research materials and content to help you create the Strengthscope® experience for your audience.

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Checking out with my top 2

What's my biggest learning or insight from today?

What will I do as a result of today?

 Notes

Handwriting practice area with 20 sets of dotted lines for notes.

 Notes

Handwriting practice area with 20 horizontal dotted lines.



