

Team Strengths

Instructions: Use these questions for a conversation with the entire team to help people talk about where they excel and where they need help. Before the conversation, every member should have had an individual conversation about strengths with his or her manager. In addition, everyone should have a copy of the Strengths Chart by 4 Categories with the strengths of each team member. It is recommended that everyone on the team individually shares their answers to questions 1-4. Then, the entire team can look at the chart and discuss the next set of questions.

Individual Strengths

1. Of all the tasks, activities, or projects on the team, which bring you the most satisfaction?
2. What do you think are some of the most valuable contributions you make to the team?
3. What do you need from others on the team to help you use your talents and strengths more effectively?
4. What are areas where you struggle and could use assistance?

Teams Strength

5. What general observations do you have from looking at the team strengths chart?
6. How does this chart explain some of the areas where the team does well?
7. What are areas (from Gallup's 4 categories) where the team doesn't have a lot of strengths?
8. What goals does the team have that these areas could negatively impact the team's performance?
9. What are systems the team could put in place to help mitigate this?
10. Who are partners the team could reach out to provide assistance in this area?
11. What commitment are you willing to make to help the team move forward in accomplishing the team goals based on this conversation?