

Clifton Strengths Team Facilitation:

This is a selection of team workshop activities to build strengths awareness across a small group of colleagues who usually have a common purpose or objectives. The activities below can usually be delivered over the course of a ½ day session and is broken down into Understanding Ourselves; Understanding Each Other; Understanding Our Team.

Introductions:

- Proudest strength and reasons why
- Most useful strength at work right now (and why)
- Most useful strength at home right now (and why)

Top 5 themes:

- Participants to build a paragraph describing themselves using the language of their top 5 themes – once built (5-7 minutes), everyone takes it in turns to read their paragraph aloud, and the rest of the group guesses what their top 5 are
- Paragraph could (but doesn't have to) begin with 'I am a leader/contributor who...'

Aiming at an individual goal/objective:

- Everyone to select and write down one personal or professional goal that they would like to make progress on this morning
- In pairs (5 minutes each), everyone to consider how their Top 10 themes might contribute to the achievement or enjoyment of the goal that they have chosen
- Debrief insights from pairings at the end as a group

Speed dating:

- In rotating pairs (5 minutes each), partners to consider:
 - Why do our top 10 themes make us an effective complimentary partnership?
 - How do my Top 10 help you off-set your bottom 5 themes?
 - What's the most important objective we share that we can aim our strengths at?
- Rotate every 5 minutes until everyone has had one on one time with everyone else in the room. (Team of 8 = 45 to 50 minutes)

Strengths-based compliments:

- On post it notes, everyone to write down one compliment or strength-based acknowledgement about everyone else in the team, with the recipient's name on it
- Once finished, post-it notes are read aloud, before giving them to the recipient (or all post-it notes for one individual can be collected and read aloud before giving to the recipient)
- Debrief – what was most useful or insightful about this exercise?

Team grid analysis:

- What are our team's key areas of strength?
- Where are our blindspots?
- Who are our outstanding outliers? (individuals with something unique about their pattern relative to the rest of the team)
- Where can we leverage multiple people strong in the same domain?
- Where are the most powerful complimentary partnerships?

Aiming at a team objective:

- If we could change One Thing about our team, what would it be?
 - How do our strengths help inform how we might effect that change?
- What is the most powerful common objective we currently have as a team?
 - How might we use our strengths team grid to help achieve that objective either faster, or with more enjoyment?