

The members of your team or organization have taken the Clifton StrengthsFinder assessment and you have participated in a team learning session. Everyone is enthusiastic and learned a lot... **Now what?** How can you best leverage the impact of the team session and keep the spotlight on strengths over time? How can you take even small steps to be a more strengths-based team/organization?

Sustaining the focus on strengths development is dependent on each team member:

- Recognizing their talents and taking ownership for them (Naming and Claiming).
- Intentionally and regularly performing activities and tasks consistent with their talents and strengths (Aiming).
- Continuing to learn about their strengths through self-study using Gallup’s large array of resources.
- Adding relevant knowledge and skills to their talents to continue to build strength.
- Making a conscious effort to share information about their strengths (both the balcony and basement) with colleagues.
- Supporting the strengths development of their colleagues, direct reports, and managers by engaging in the practice of “strengths spotting.”
- Seeking out opportunities to partner “powerfully” with colleagues that have different strengths.
- Analyzing their balcony and basement behaviors and actively developing strategies for staying in the balcony as much as possible.
- Engaging in direct, honest, and respectful communication with colleagues when strengths rub up against each other or cause conflict.

Leaders and managers can support this by:

- Cultivating an authentic and transparent leadership/management style that harnesses the balcony of their strengths while owning their basement behavior and areas of lesser talent.
- Ensuring strengths are leveraged across individual, team, and organizational efforts through coaching and recognizing team members.
- Having a strengths-based approach to assigning work tasks and projects (when feasible).
- Incorporating strengths development in performance evaluation and goal-setting processes.

TIPS & IDEAS

- Print out your Top 5 Talent Themes and hang in a conspicuous location at your work area (or put in an inexpensive frame on your desk).
- Have all new hires take the CSF and include their results in the team and company’s data set. Hold team conversations to acclimate the new team member and to serve as a refresher for others.
- Include a regular time for a “Strengths Spotlight” during all-hands meetings or in team meetings. Encourage self “strengths spotting” as well as identifying when you see others using their strengths.
- Share reports with the people on your team (put them in a shared drive) and intentionally take time to talk with each other to learn even more – consider who else you should have a “partnership conversation” with.
- Post team members’ strengths all together in a shared space like a break room or meeting room to have an additional visual reminder of what the team’s strengths look like all together.
- Save and use your strengths name tents at team meetings as another visual reminder.
- To deepen your knowledge of your talent themes or those of your colleagues’ watch (or just listen to) Gallup’s Theme Thursday webcasts that focus on each of the 34 Talent Themes, one theme at a time.
- Invite a colleague to be your “strengths accountability partner” to keep you focused on your strengths development journey. Meet for coffee once a month to talk strengths.
- Find out if you have a strengths twin out in the world! Register here: www.releasingstrengths.com/strengths-twins/