

The Power of 2: Activity Guide

Before you start this activity, consider watching this 3-minute Gallup video:

Powerful Complementary Partners Get Work Done Faster and Better
<https://youtu.be/YWwQaHpH62s>

Use the Power of 2 matrix provided to you and the following guide to engage in dialogue about the best ways to maximize and leverage you and your partner's top talent themes.

1. Explore how the themes of the person on the left can enhance the themes for the person on the top (write in one color).
2. Then, consider how the themes of the person on the left, might bump up against or aggravate the themes for the person on top (write in a different color).
3. Looking at your themes together, what actions could you each take to increase collaboration.

**Repeat the exercise above with the names and themes in reverse.*

The Power of 2

	Adaptability	Arranger	Context	Developer	Responsibility
Jared Melys	People strong in the Adaptability theme prefer to "go with the flow." They tend to be "lax" people who take things as they come and discover the future one day at a time.	People strong in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.	People strong in the Context theme enjoy thinking about the past. They understand the present by researching its history.	People strong in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.	People strong in the Responsibility theme take psychological ownership of what they do; they will do. They are committed to stable values such as honesty and loyalty.
Emiliana Lopes	People strong in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.				
Harmony	People strong in the Harmony theme look for consensus. They don't enjoy conflict. After they seek areas of agreement.				
Individualization	People strong in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.				
Leasner	People strong in the Leasner theme have a great desire to learn and want to continuously improve, in particular, the process of learning, rather than the outcome, excites them.				
Analytical	People strong in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.				

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Reflection questions:

What did you learn from this activity?

Where are areas you are already collaborating well together?

Where are areas you could partner and collaborate in new and different ways?

How can you best handle misunderstandings or conflicts that might arise from differences in your strengths?



Review **“The Eight Elements of a Powerful Partnership”** on the following page and discuss how you and your partner align for each element and set intentions for future behaviors to make your partnership even stronger...

The Eight Elements of a Powerful Partnership



Great partnerships don't just happen.

Whether your joint mission is to build a successful company, coach a team, improve the government, do something spectacular for a charity, or any other worthy goal, all successful partnerships share the same crucial ingredients. When all these elements combine, partnerships become not just effective in accomplishing the mission, but also personally rewarding, sometimes intensely so.

Element	Description	Our Notes
Complementary Strengths	Everyone has weaknesses and blind spots that create obstacles to reaching a goal. One of the most powerful reasons for teaming up is working with someone who is strong where you are weak, and vice versa.	
A Common Mission	When a partnership fails, the root cause is often that the two people were pursuing separate agendas. When partners want the same thing badly enough, they will make the personal sacrifices necessary to see it through.	
Trust	Working with someone means taking risks. You are not likely to contribute your best work unless you trust that your partner will do his or her best. Without trust, it's easier to work alone.	
Acceptance	We see the world through our own set of lenses. Whenever two disparate personalities come together, there is bound to be a certain friction from their differences. This can be a recipe for conflict unless both learn to accept the idiosyncrasies of the other.	
Fairness	Humans have an instinctive need for fairness. Because the need for fairness runs deep, it is an essential quality of a strong partnership.	
Forgiveness	People are imperfect. They make mistakes. They sometimes do the wrong thing. Without forgiveness, the natural revenge motives that stem from friend-or-foe instincts will overpower all the reasons to continue a partnership, and it will dissolve.	
Communicating	In the early stages of a partnership, communicating helps to prevent misunderstandings; later in the relationship, a continuous flow of information makes the work more efficient by keeping the two people synchronized.	
Unselfishness	In the best working relationships, the natural concern for your own welfare transforms into gratification in seeing your comrade succeed. Those who have reached this level say such collaborations become among the most fulfilling aspects of their lives	

Source: *The Power of Two: How to make the most of your partnerships at work and in life.* Rodd Wagner and Gale Muller; 2009, Gallup Inc.