



JAR
ACADEMY

Focus on

the Grins.

Get the

Wins!

Build a **Resilient Team**

by **Zooming in on their Strengths**

Human motivation makes us respond much more effectively to praise. Criticism makes us defensive and resistant; but praise activates positive action and an interest in self-development.

40%

is how high the active disengagement rate in companies can go

4%

is the disengagement percentage when managers focus on strengths

12.5%

is the expected increase in productivity of a strengths-focused team ¹

But how do we bring our strengths into focus?

Do not assume your team members know theirs – most individuals think a strength is what they are good at. No, a strength is what energises an individual (StrengthScope)

ZOOM IN ON YOURSELF

Before exploring your team members' strengths, do you know what your strengths are?

- **Practise mindfulness** – be aware of those skills that give you energy versus skills that drain you
- **Be open to feedback** – do not wait for formal feedback, actively enquire and be aware of others' reactions
- **Do your research** – use scientifically researched instruments such as the StrengthScope or CliftonStrengths

HAVE A LOOK AT SOME COMMON LEADERSHIP STRENGTHS

1. Self-awareness
2. Situational awareness
3. Communication skills, especially listening skills
4. Negotiation skills
5. Conflict resolution skills
6. Collaboration skills
7. Courage
8. Results orientation
9. Strategy focused
10. Effective judgement leading to high-quality decisions
11. Trustworthiness
12. Compassion
13. Agile and quick learning ability
14. Calmness, composure, equanimity
15. Versatility

When your team has a strengths-focused point of view you can expect:

- A confident, more resilient workforce
- A more productive workforce
- A positive and motivated workforce

If you want to take your team's resilience to the **NEXT LEVEL** **BOOK A RESILIENCE WORKSHOP**

[HERE](#)

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