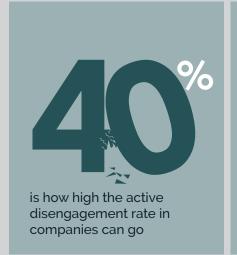


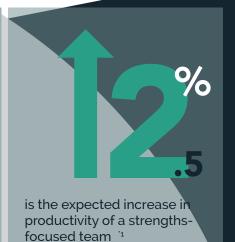
Build a **Resilient Team**by **Zooming in on their Strengths**

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.





is the disengagement percentage when managers focus on strengths



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

'1 Research from Gallup (https://www.gallup.com/workplace/231605/employees-strengths-company-stronger.aspx)