

LEADING *from* YOUR STRENGTHS

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TEAMBUILDING WORKBOOK



Building strong, effective teams is like taking a white-water rafting trip, with many unexpected rapids along the way...

DIGGING DEEPER...GAINING MORE YOUR TEAMBUILDING WORKBOOK

This workbook is designed to help you ask important questions about who you are and what that mean to your team. Working through these questions and your Leading From Your Strengths report can give you valuable insights into your own strengths, an understanding and appreciation for the strengths of others, and how to blend differences in order to build stronger relationships.

How to get the most from this workbook:

- Have your Leading From Your Strengths report on hand as this workbook will walk you through each major section of your report.
- Commit to taking at least 1/2 hour of uninterrupted time to go through these questions.
- ***Share highlights of what you've learned from your report and this workbook with others during the teambuilding session. In addition, share this information with your spouse, children, friends or other coworkers.*** Clinical studies have shown that if you don't act on the information you receive within a short period of time and continue to apply and discuss the insights learned, you'll tend to put what you've learned on the shelf—not into practice. Sharing your insights with others will set the stage for important, positive changes and growth.

How do I go even deeper than this workbook?

Perhaps you're a Lion who needs to work on sensitivity or communication skills, an Otter who needs to get better organized, a Golden Retriever who wants to learn how to say hard things in a soft way, or a Beaver, who would benefit from adding more laughter or flexibility to your style.

Whether you want to grow in your spiritual, workplace or family relationships, after you've gone through your workbook, we urge you to visit www.insightsinternational.com. There, you'll find additional assessments, free downloads, and information about Leading From Your Strengths.

DIGGING DEEPER...GAINING MORE
Your Leading From Your Strengths™ Teambuilding Workbook

GENERAL CHARACTERISTICS

Please turn to the “*General Characteristics*” section of your report.

From paragraph 1, pick three statements that cause you to nod your head and say to yourself, “That’s me!”

1. _____
2. _____
3. _____

From paragraph 2, pick three statements that seem to fit you best.

1. _____
2. _____
3. _____

From paragraph 3, list three statements that best describe you.

1. _____
2. _____
3. _____

How do you see these strengths being “lived out” on your team?

General Characteristics (Con't.)

Are you using your strengths for the benefit of the team? If not, why? What specific changes will need to be made in order for you to play to your strengths?

What do you believe is the number one strength you bring to the team?

In this section, have you identified any areas where you need personal and spiritual growth? List those areas below.

Value to the Team

Please turn to the “*Value to the Team*” section of your report.

List four statements that describe your values to the team from this section.

1. _____
2. _____
3. _____
4. _____

On a “1 to 10” scale, (1 meaning very little, 10 meaning a great deal), rate yourself on how you feel your talent are currently being used?

Very Little 1 • 2 • 3 • 4 • 5 • 6 • 7 • 8 • 9 • 10 Great Deal

Are there any of your strengths that you are not using as much as you should? What do you need to do to make others aware of these strengths? How could it make a positive difference to your team?

CHECKLIST FOR COMMUNICATING

Please turn to the “*Checklist for Communicating*” section of your report.

This section identifies how you like to be communicated with.

Read and list four statements that you feel are most descriptive of how you like others to communicate with you.

1. _____
2. _____
3. _____
4. _____

List any trends you see in the statements you selected.

List the most important communication key(s) that others should keep in mind when communicating with you.

List three people in your sphere of influence (members of your team, your family or friends) that you will share this information with to help them better understand how to communicate with you.

1. _____
2. _____
3. _____

DON'TS ON COMMUNICATING

Please turn to the “*Don'ts on Communicating*” section of your report.

People do not typically change the way they like to receive information. Therefore, it is important that others know the things that will create barriers to communication with you. For example, some people tend to communicate forcefully, without elaborating. Others like drawing out a story and go into detail. Some people need you to make sure you ask about family or feelings in the beginning of a conversation.

This section will help you clearly communicate to others what NOT TO DO when communicating with you.

List four statements from your report that describe the way you DO NOT like to be communicated with.

1. _____
2. _____
3. _____
4. _____

What trend do you see in these statements?

What is the one thing that everyone communicating with you should know from the statements you selected?

It is important that you communicate these insights to your personal list from the previous section.

COMMUNICATING WITH OTHERS

Please turn to the “*Communicating with Others*” section of your report.

Identify and list some of the people in your life who can be described as “**Lions**”—ambitious, forceful, decisive, strong-willed, independent, and goal oriented.

1. _____
2. _____
3. _____
4. _____

Write down a couple of specific strategies from the tips listed for the Lion style that you can use to avoid tension and increase effective communication with them.

Identify and list some of the people in your life who can be described as “**Otters**”—enthusiastic, friendly, demonstrative and verbal.

1. _____
2. _____
3. _____
4. _____

COMMUNICATING WITH OTHERS (CONT.)

Write down a couple of specific strategies from the tips listed for the Otter style that you can use to avoid tension and increase effective communication with them.

Identify and list some of the people in your life who can be described as “**Golden Retrievers**”—patient, predictable, reliable, steady, relaxed and modest.

1.

2.

3.

4.

Write down a couple of specific strategies from the tips listed for the Golden Retriever style that you can use to avoid tension and increase communication with them.

COMMUNICATING WITH OTHERS (CONT.)

Identify and list some of the people in your life who can be described as “**Beavers**”—conservative, perfectionist, careful and compliant.

1. _____
2. _____
3. _____
4. _____

Write down a couple of specific strategies from the tips listed for the Beaver style that you can use to avoid tension and increase communication with them.

IDEAL ENVIRONMENT

Please turn to the “*Ideal Environment*” section of your report.

In order for you to perform at your best you need to be in an environment that is natural for you. Salt water fish have to be in salt water. If they find themselves in fresh water it is impossible for them to survive a long period of time.

List at least four statements from your report that seem to best describe your ideal environment.

1. _____
2. _____
3. _____
4. _____

Are any of these conditions not being met in your current environment?

What actions could you take that would lead to meeting some of these conditions in your current environment? *Please be as specific as possible.*

If changing these conditions is out of your control, identify someone who could help you change them. What could they do to help change them?

KEYS TO MOTIVATING

Please turn to the “*Keys to Motivating*” section of your report.

People tend to be motivated by the things they want or value. When our desires or values are not being met, we tend to be half-hearted in our efforts and our levels of performance drop.

Take a minute and read the statements in your report. Write down the ones that seem to strike a cord with you.

Do the statements you chose have anything in common?

How will you specifically communicate these desires and values to others who need to know them?

Is anything standing in the way of having these desires met? What steps do you need to take in order to remove any obstacles?

KEYS TO LEADING

Please turn to the “*Keys to Leading*” section of your report.

How do you feel when you are lead by someone who understands you and what you need? When you have the opposite happen, how does it make you feel? Most of the time, leaders do not mismanage people on purpose. They simply have no other way to understand your needs other than trial and error.

This section will help you understand what you can do to communicate your needs to your leader.

Read through the list of statements in your report and write down any need you feel must be met in order for you to perform at an optimal level.

List any of the needs you feel are not currently being met.

What steps will you take to solve these issues?

AREAS FOR IMPROVEMENT

Please turn to the “*Areas for Improvement*” section of your report.

Limitations provide opportunities for growth and improvement. List three areas for improvement that you feel could help you become a stronger team member. Under each one, list some specific actions you can take to improve in that area.

Limitation: _____

Action: _____

Action: _____

Action: _____

Limitation: _____

Action: _____

Action: _____

Action: _____

Limitation: _____

Action: _____

Action: _____

Action: _____

Perceptions

Please turn to the “*Perceptions*” section of your report.

Read and reflect on this information. The words listed under “self-perception” are words that you would use to describe yourself. However, when under pressure, others see us usually very differently.

Look at the words others may be using to describe you when you are under moderate and extreme pressure.

What specific insights have you gained from these perceptions?

What can you do to take control when you find yourself under stress?

Are there any perceptions that you see as roadblocks to your being a productive team member?

If so, what steps can you take to remove the obstacles?

ADDITIONAL INSIGHTS

Every person has a basic, core way of dealing with people, problems, the pace of life and procedures. Adapting is part of healthy living. However, if you have to adapt to the point of abandoning your core strengths to get the job done, you will find yourself in a stressful, potentially damaging position over time. Understanding your strengths and consistently using those strengths in your work and relationships increases the longevity of your work and relational satisfaction.

Is there a material difference in your “Core” Style and your “Adapted” Style? If so, how are you adapting in your present environment to be successful? Is this adaptation causing you anxiety or stress?

The Leading From Your Strengths Wheel™

The Leading From Your Strengths Wheel™ is divided by eight quadrants, each headed by a descriptor (the “Lion’s” descriptor is “conductor”). The outer edge of the wheel corresponds to how strong or rigid a behavior is and the center of the wheel corresponds to more blended behaviors and flexibility.

A star or dot toward the outer edge indicates a high level of the corresponding behavioral trait will be seen in the respondent.

A star or dot toward the center of the wheel indicates that the behavioral trait that is opposite from the star or dot is influencing the respondent. The respondent is more flexible in their behavioral style and can exhibit the opposite trait more easily.

A large separation between the dot and the star indicates that the person has to “adapt” his or her behavior to meet the demands of the environment. If the star and dot are in different quadrants, this could mean that the person is not working in the area of his or her “core” strength. The demands for this person to work outside his or her “core” style could be creating stress and dissatisfaction.

If the star and the dot are in close proximity, this could indicate that the individual is in an environment that allows him or her to utilize his or her core strengths and natural “style”. The lack of distance between the points indicates a low level of adaptation and thus, a low level of stress to meet the demands of the environment.