

## Win With Strengths

If you know your strengths, you can play to them and so win. If you are aware of your weaknesses, you can mitigate or manage them. By knowing both, collectively and individually, you greatly increase your performance, effectiveness and likelihood of achieving your goals.

In the context of what the team is charged with doing, they identify how they can maximise their strengths to ensure they reach or exceed their goals, as well as performance risks that need to be managed.

### Our Approach

All team members complete a strengths psychometric prior to the team workshop and get an individual debrief, either 1-2-1 with a trained strengths coach, or together as a team with guidance. Then, using an aggregated Team Strengths report, they do the same for themselves as a team.

They then apply this learning to the immediate and longer term challenges facing them.

### Benefits to the Organisation

- Once the team understands their strengths and performance risks, they can perform much more effectively, lead their people more surely. The result is greater progress towards goals, with a marked reduction in 'noise' (non-productive distractions).

### Benefits to a Team

- Understanding each others' strengths, blind spots and performance risks empowers team members to contribute more fully, in areas of value to the team, and so raise the quality of their contribution.

### Benefits to Participants

- They grow in stature as they play to their strengths and acknowledge (and take steps to mitigate) those aspects of their functioning that are not strong. This enables them to flourish and so contribute fully to helping make the team successful.
- By knowing their inherent strengths, and playing to them, participants experience a sustainable increase in motivation and energy.