



# TEAM CONNECTIONS

## Revisiting Team Strengths Discussion Guide

### Facilitator's Guide

**Purpose:** Launch teams dialogue to reacquaint team members with their talents and how they can be leveraged perhaps differently due to the changing landscape.

**Objectives:**

- Facilitate team building questions around team member talents
- Capture any applicable observations or new ideas to serve the team members and team goals

**Session Overview:** This conversation provides a selection of questions that will assist a manager to lead conversation meant to help build teamwork around talents.

**Time Estimate:** 15 minutes for each question set (75 mins total or 15 minutes at the start of team meetings).

**Supplies:** Facilitator's list of questions; virtual tools or flipchart/whiteboard and markers.

**FACILITATOR STEPS:**

1. Decide how many of the questions you will facilitate based on the amount of time that you have available understanding that "Review" should be the first step.
2. Pose the questions via virtual whiteboard or PowerPoint slide or in person, with whiteboard or flipchart.
3. Distill themes as applicable and discuss implications.
4. Debrief.

Strengths Questions	Facilitator Notes
REVIEW: What are your top five <i>CliftonStrengths</i> and what do they look like in action?	If the team has participated in a team strengths workshop, reissue the team snapshot prior to the discussion.  If team is small, lead the group to share their top five <i>CliftonStrengths</i> and respond to the second part of the question.  If team is large, break the group into smaller teams of 4-5 where they can each share their top five



	<i>CliftonStrengths</i> and respond to the second part of the question.
OBSERVATIONS: What have you noticed about how you are leveraging your strengths in this different version of the workplace?	In the same groupings, have team members answer this question and either take note of any applicable emerging themes or have the small groups do so.
NEW LEVERAGING: What are the challenges at which you can point your talents that you have not been leveraging to this point? What might this action look like?	In the same groupings, have team members answer these questions. Share back to the large group if applicable. Observe how the group responds and draw out connections that will be helpful for them. Validate or encourage as needed.
COMPLEMENTING STRENGTHS: What suggestions can you offer to someone about partnering with someone else who has complementing talents? Who do you foresee as a complementary partner for you on any current or foreseeable projects?	In the same groupings, have team members answer this question and either take notes or have the small groups do so.
DEBRIEF: Why did we spend time speaking about this? What did you learn about yourself and your team?	In the same groupings, have team members answer this question and either take note of any applicable emerging themes or have the small groups do so. Summarize.

Contact Info: Dr. Michele Newhard [Michele.Newhard@colostate.edu](mailto:Michele.Newhard@colostate.edu)

