

Explore Your Strengths

Reflect on some activities you've done over the past week that you have enjoyed and felt energized. They could be big or small. Just focus on what you were doing, who you were with and anything else that stands out for you.

Example:

I felt strong (in the zone, energized, happy, engaged) when I...
had a client meeting with our biggest customer to resolve delivery issues and we were able to come up with a win-win solution.

I felt strong (in the zone, energized, happy, engaged) when I...

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The Grassroots Leadership Revolution

Dig Deeper

Based on the activities you've identified, what patterns do you notice?

Example: *My strength is my ability to stay calm in tense situations and leverage my strengths in seeing other people's perspectives and problem solving to find simple solutions that make us both happy.*

1.

2.

3.

It's a strength because I...

- Consistently perform it at a high level
- Get high personal satisfaction from the activity
- Produce superior results when I use this strength
- Keep getting better the more I do it
- Feel "in the zone" and time just melts away

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Progress Check-In

Reflect on your progress since your peer coaching session...

Based on my previous commitments, I completed or made progress on...	
What I'm most proud of:	What I've learned from my actions:
Things I need to do next to make progress against my goals:	What I want to get out of this session:

My Commitments

Before the next session, I will:

Activity	Initiated	Completed
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

PLAYBOOK: STRENGTHS SESSION

Session Length: 70 – 90 minutes

5 minutes

- Leader welcomes group.

10 minutes

- Group provides updates on one success and one learning since the last meeting.

45-60 minutes

- Each individual to share one strength statement (zone of genius area).
- Group provides feedback – what they liked about each statement, plus one thing they could do to strengthen their statement and get clearer.
- Review reflection questions.

10 minutes, Reflection

- How could you bring more of your zone of genius to your work?
- How will you help others tap into their strengths at work?
- What are the potential pitfalls to a strengths-based approach?

5 minutes, Wrap Up

- Discuss next session pre-work (brand).
- Each person shares one key commitment to be completed by next session.