CreativeHuddle

CANVAS

TIME 45 minutes

GROUP One team

*Teamwork*

# Team Strengths Map

Map on one page each person's strengths, as they see them and as colleagues see them.

THE IDEA

Use the Team Strengths Map when a team wants to see each other's strengths and use them more. It works with the best-self note that everyone writes beforehand. People name their own strengths, colleagues add the strengths they see with an example, then the team matches strengths to a real challenge and agrees one habit.

**Materials.** This canvas and a best-self note for each person, printed large or on a shared online whiteboard.

## 1 Strengths in my words

One line each, from the best-self notes.

| NAME | TOP STRENGTH | STRENGTH I'M GROWING |
|---|---|---|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

## 2 Strengths colleagues see

Nominate with an example. The leader goes first.

| THE STRENGTH | WHEN IT SHOWED | FROM |
|---|---|---|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

## 3 A challenge we'll tackle

Put strengths to work, including someone's growing strength.

**The challenge**

**Strengths it needs, and whose**

**One new way each, this month**

How will each person use their top strength in a new way?

## 4 Our habit

One small, regular habit.

**What we'll do, and when**

**Who starts it**

**We'll check it on**

Pick a date 30 days on.



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REFLECTION

TIME 10 minutes

GROUP Each person

*Teamwork*

# Best-self note

Write a few lines before the session about a time you were at your best at work.

THE IDEA

People often find their own strengths hard to see, and a time when you were at your best brings them into view. The note draws on the Reflected Best Self exercise (Laura Morgan Roberts and colleagues, Harvard Business Review, 2005) and Marcus Buckingham's test that a strength leaves you energised.

**What you share.** Your answers to 2 and 3 go on the Team Strengths Map. Your story in 1 stays private.

## 1 When I was at my best

This stays private.

Think of a time at work when you were at your best and came away with more energy than you started with. What happened, and what were you doing?

## 2 What I do well

You'll share this with the team.

What does that moment show about what you do well? Name the strength in a few words.

## 3 A strength I'm growing

You'll share this with the team.

Which strength are you still growing, and where would you like to use it more?



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WORKED EXAMPLE

TIME 45 minutes

GROUP One team

*Teamwork*

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Use the Team Strengths Map when a team wants to see each other's strengths and use them more. It works with the best-self note that everyone writes beforehand. People name their own strengths, colleagues add the strengths they see with an example, then the team matches strengths to a real challenge and agrees one habit.

**Materials.** This canvas and a best-self note for each person, printed large or on a shared online whiteboard.

## 1 Strengths in my words

One line each, from the best-self notes.

| NAME | TOP STRENGTH | STRENGTH I'M GROWING |
|---|---|---|
| Tom | Turning chaos into a plan | Coaching new starters |
| Priya | Calming tense calls | Presenting to big groups |
| Aisha | Making complex things simple | Negotiating |
| Ben | Building rapport fast | Writing proposals |
| Chloe | Clear, careful writing | Leading meetings |
| Dev | Spotting patterns in data | Telling stories with numbers |
| Ellie | Making people feel welcome | Giving feedback |
| Sam | Fixing what others can't | Planning ahead |

## 2 Strengths colleagues see

Nominate with an example. The leader goes first.

| THE STRENGTH | WHEN IT SHOWED | FROM |
|---|---|---|
| Seeing the big picture | Rescoping the Harris project | Priya |
| Keeping calm in a crisis | The outage in June | Tom |
| Patient teaching | Training Ben on the CRM | Ellie |
| Making clients laugh | The Lewis kickoff call | Sam |
| Spotting what's missing | Checking the tender pack | Dev |
| Asking the sharp question | The pricing review | Chloe |
| Noticing who's quiet | Every Monday meeting | Aisha |
| Finding a workaround | The billing glitch in May | Ben |

## 3 A challenge we'll tackle

Put strengths to work, including someone's growing strength.

**The challenge**

Answer every client query within one working day by March.

**Strengths it needs, and whose**

Dev's eye for patterns, Chloe's writing and Ellie's growing feedback skills.

**One new way each, this month**

How will each person use their top strength in a new way?

- Tom: plan the query rota
- Priya: coach tough calls
- Aisha: write the client FAQ
- Ben: welcome new clients
- Chloe: draft model answers
- Dev: chart the query types
- Ellie: buddy new starters
- Sam: fix the inbox rules

## 4 Our habit

One small, regular habit.

**What we'll do, and when**

Ask who's best placed before handing out any task, every Monday.

**Who starts it**

Tom, as team lead

**We'll check it on**

Pick a date 30 days on.

30 days on, Monday meeting



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