

Love & Bugs

LEADERSHIP PREFERENCES WORKSHEET



Complete before
May 19, 2026



PROGRAM
Strengths-centered
Leadership Huddles



TEAM
CCPU Leadership Team



FACILITATED BY Elevated Movements
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A NOTE BEFORE YOU BEGIN

This worksheet is about awareness, not change. The goal is not to fix how you're wired or ask anyone else to fix how they're wired. It's simply to give the team honest information so we can understand one another, adapt, and adjust where it makes sense. Some of what you share may help colleagues show up better for you, and some may help you see yourself more clearly. Both are useful.

YOUR NAME

DATE COMPLETED


_____ 


_____ 

YOUR TOP FIVE CLIFTONSTRENGTHS THEMES

1  _____

2  _____

3  _____

4  _____

5  _____



PART ONE

Love & Bugs

Pick one CliftonStrengths theme you love about yourself and one that bugs you – or that others have shares as a friction point. They can be the same theme or different ones.



The strength I love

Write a short paragraph about why you love it - what it gives you, what it makes possible, how it shows up in your work. Be specific. A real situation tells the team more than a general description.

THEME

WHAT I LOVE ABOUT THIS THEME-AND WHAT IT MAKES POSSIBLE IN MY WORK

“““

IN PRACTICE - SHRIA (POSITIVITY)

“Positivity: People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.”

I am genuinely, sometimes irrationally, optimistic – and that optimism is not an act. When a project feels impossible or a team is losing confidence, I can usually find the angle that makes people believe it can work. I’ve walked into rooms where the energy was flat and watched it shift. That matters to me.”



The strength I love continued:

A SPECIFIC MOMENT WHEN THIS THEME HELPED ME LEAD OR DO MY WORK WELL

[Empty space for writing a specific moment]

IN PRACTICE - SPECIFIC MOMENT

"During a program launch that was behind and underfunded, I kept the team focused on what was possible rather than what was missing. We pulled it off. My Positivity gave the room permission to keep going."



The strength that bugs me

or others

Write about what gets in the way. Where does this theme create friction for you or for the people around you?

This is not an indictment. It's just honesty about how you're wired.

THEME

WHERE THIS THEME CREATES FRICTION – FOR ME OR FOR THE PEOPLE AROUND ME

“““

IN PRACTICE • SHRIA – RESTORATIVE

“Restorative: People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.”

My Restorative instinct is to fix – fast. When someone brings me a problem, my first response is to solve it rather than sit with it. That’s useful in some situations, but it can short-circuit the people around me. I move to solutions before they’ve finished explaining what they actually need.



The strength that bugs me — *continued*

A SPECIFIC MOMENT WHEN THIS THEME GOT IN THE WAY OR CREATED TENSION

IN PRACTICE SPECIFIC MOMENT

A team member came to me with a challenge they were still working through. I jumped to solutions before they'd finished explaining. They left with an answer - but I had taken away the moment where they could have figured it out themselves. I didn't ask a single question.



PART TWO

My Leadership *Preferences*

Answer each prompt with as much specificity as you can.
Vague answers (“I like good communication”) don’t give your colleagues anything to work with. Provide specific examples.



A When collaborating with others, I prefer...

Think about how you like to be brought into a project or decision. How much notice? What information up front? Do you prefer to think first and talk second, or talk it through in real time? What does good collaboration feel like to you?

YOUR RESPONSE

IN PRACTICE. SHRIA

When collaborating, I prefer to know the goal and the constraints up front and then have room to think creatively. I work best when I'm brought in early - not after decisions are already made - so I can contribute to the shape of the work, not just the execution. I don't need a full brief, but I need enough context to engage meaningfully.

B My workstyle preferences and values are...

What matters to you in how work gets done? What conditions help you bring your best? Think about pace, structure, autonomy, recognition, follow-through.

YOUR RESPONSE

IN PRACTICE. SHRIA

I do my best work when there's a clear purpose driving the task. I value follow-through - when people do what they said they were going to do, or name it when they can't. I like a mix of independent thinking and collaborative space. I work quickly and sometimes need to pace myself when the people I'm working with need more time to process.

C My communication preferences - in order

List how you prefer to communicate and be communicated with, from most to least preferred. Be explicit about which channels work for what.

1 _____

2 _____

3 _____

4 _____

IN PRACTICE. SHRIA

1. In person for anything complex, emotionally nuanced, or that needs real dialogue
2. Zoom (camera on) - when in person isn't possible and the stakes are high
3. Email - for documentation, follow-up, and anything that needs a record
4. Text - for logistics and quick coordination only, not for substantive work conversations

D When collaborating with others, these things bother me...

This is not a complaint list. It's a heads-up. What are the patterns or behaviors that pull you out of your best self or make collaboration harder? Be honest and specific.

YOUR RESPONSE

IN PRACTICE · SHRIA

I notice when I'm brought in too late to actually shape something. I'm challenged when people do not communicate what they need or own the work.

E What I need from this team specifically...

This is the most direct ask you'll make. What would make it easier for your teammates to work with you well? What do you need that you don't always get?

YOUR RESPONSE

IN PRACTICE · SHRIA

Tell me when something isn't working — directly, and early. I can handle hard feedback; what I struggle with is finding out late that something was off. I'd rather have an uncomfortable conversation in week one than a bigger problem in week six.

What to prepare for May 19

You'll have 5 to 6 minutes to present. Choose what matters most – the things you most want your colleagues to actually know about how you work.

1

Name your CliftonStrengths theme you Love and say one sentence about why it matters to you at work. Then share your specific example of a moment it showed up.

90 seconds

2

Name your Bug theme and say one example of where it can create friction or create challenges in collaboration.

90 seconds

3

Name your top collaboration preference – the one thing that most helps you do your best work with others.

30 seconds

4

Name your communication preferences, in order.

30 seconds

5

Name one thing that genuinely makes collaboration more difficult for you.

60 seconds

6

Name one thing you need from this team specifically.

30 seconds

The team will listen without responding until everyone has presented. After all presentations, Shria will facilitate a short conversation about what we heard and what it means for how we work together.

HOLD THIS BEFORE MAY 18

What will be hardest to say out loud on May 19? That's probably the most useful thing you'll share.