

Continue the *Work*

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Six small practices to keep strengths visible in everyday work — at meetings, in partnerships, and in personal reflection.

1 Strengths Spotting

At the end of a meeting, take two minutes to reflect: What strengths did we see in action today? Look for strategic thinking that helped clarify a decision, relationship building that helped navigate tension, or influencing that helped move an idea forward. This helps build a shared language around strengths.

2 Strengths Partnership Check-Ins

Reconnect with the partner you identified during the cross-strengths activity. Discuss: Where did your strengths show up this week? Where did you feel stuck? How could your partner's strengths help? Even a 10-minute conversation can strengthen collaboration.

3 Strengths Meeting Roles

Rotate meeting roles based on strengths domains. **Executing:** track next steps and commitments. **Influencing:** help move the group toward decisions. **Relationship Building:** ensure all voices are heard. **Strategic Thinking:** surface risks and possibilities. This makes strengths visible in everyday work.

4 Cross-Strength Collaboration

When tackling a complex project, ask: Who on our team has strengths that complement this work? Consider a strategic thinker partnering with an executor, or a relationship builder partnering with an influencer. Intentional partnership strengthens outcomes.

5 Strengths Reflection

Take five minutes at the end of the week and reflect: Where did I use my strengths well? Where might I have overused them? Every strength has both a contribution and a potential blind spot. Awareness helps us lead more intentionally.

6 Strategic Thinking

Help anticipate challenges and identify possibilities. Bring a strategic lens to team conversations: name the risks others may not see, surface the opportunities hidden in obstacles, and ask the questions that move thinking forward.