Overview: Strengths-Based Coaching Conversations with Teams.
For a team to create sustained growth and success, its members must continuously invest in each other’s strengths while building better relationships within the group. Strengths-based coaching is an approach that embraces the differences in people, explores the potential that diversity offers, and positions people so they use more of who they naturally are. There are four fundamental coaching conversations:

1. Introducing a team to strengths-based development principles.
2. Helping team members understand their unique strengths within the context of others.
3. Helping the team gain awareness and appreciation of the team’s collective talents.
4. Helping team members begin to harness their individual and collective talents.

At its core, strengths-based development is based on three assumptions:

1. Only some behaviors can be learned.
2. The best in a role deliver the same outcomes using different behaviors.
3. Weakness fixing prevents failure; strengths building leads to success.

Talent (a natural way of thinking, feeling, or behaving) X Investment (time spent practicing, developing your skills, and building your knowledge base) = Strengths (the ability to consistently provide near-perfect performance)

a. Theme Insights

Content Summary: Pair up for sharing with Theme Insight Cards, learn how to build better relationships through understanding the differences between themes. Review the concept of balconies and basements. Share theme insights with group.

Learning Outcomes: Learn how to improve team communication and performance with insight into your own strengths and the strengths of others and how to best collaborate based upon strengths.


b. Four Domains of Team Strength

Content Summary: a review of the concept of the four Strengths domains:
1. Executing
2. Influencing
3. Relationship Building
4. Strategic Thinking
Learning Outcomes: Learn your domains of strengths and of your team, understand talent gaps and how to use this information to build stronger teams for projects and within your entire organization. Learning Tools: StrengthsFinder Quick Reference Guide; Four Domains of Team Strengths and Unique Contribution to the Team Worksheets; Team Strengths Grid

C. Strengths Partnerships

Content Summary: Group review and sharing of examples of partnerships between talent themes showing how strengths can complement each other. Begin work on Your Partnerships worksheet.

Learning Outcomes: Learn why it is beneficial to effectively use your strengths and to appreciate the differences of your team members’ strengths and learn how to improve team communication with insight into your own strengths and the strengths of others and how to best collaborate based upon strengths. Learning Tools: Your Partnerships worksheet.

Team Concepts

Principles:
- Themes are neutral.
- Themes are not labels.
- Lead with positive intent.
- Differences are an advantage.
- People need one another.

Awareness:
- Understand individual talents.
- Understand colleagues’ talents.
- Use a common language to describe this awareness and understanding. Team members value the talents of others on the team.
- Team members are aware of talent gaps.

Application:
- Tasks are assigned to capitalize on and to maximize individual talents.
- Team members consciously contribute to tasks and discussions based on talents.
- Opportunities are intentionally embedded into team meetings that enable people to learn and affirm each other’s strengths.
- Team members have “workaround” strategies for talent gaps (e.g., complementary partnerships.)

Achievement:
- The team has clear and compelling goals/performance challenges.
- Tasks match or fit each individual’s talents.
- The team celebrates performance results.
- The team continually achieves high performance.