

WHAT ARE YOUR TEAM'S STRENGTHS?

Create Your Team Strengths Profile

Once you have identified your own strengths, you may find value in exploring the strengths in your team. Then, as you find ways for each team members to be at their best more often, using their unique strengths, you will notice the benefits for everyone. Complete the Team Strengths Profile below.

1. Each team member completes the VIA-Inventory of strengths.
2. Use the table on the next page to list the strengths of team members. Enter the name of each team member under: "name"
3. While looking at the completed form, conduct a team discussion. You may wish to use some of the questions below as primers for the discussion.
 - What strength patterns can we find within our team? (strengths in common and different, potential strength collisions/alliances)
 - Are you surprised by any of your team members' strengths? If so, why?
 - Is it possible to "job craft" so that team members daily tasks are more aligned to their unique strengths?
 - Are there times when members of the team have strengths that are "turned up too high" or not turned up "high enough"? What is the impact for the rest of the team/children/families?
 - How can we combine all of our strengths to make a tighter, more cohesive, flourishing team?
 - How does each individual's signature strengths contribute to the rich tapestry of strengths found within the team?

Strength		Name:	Name:	Name:	Name:	Name:	Name:	Total:
wisdom & knowledge	1	Creativity						
	2	Curiosity						
	3	Open-mindedness						
	4	Love of learning						
	5	Perspective						
courage	6	Bravery						
	7	Persistence						
	8	Integrity						
	9	Vitality						
humanity	10	Love						
	11	Kindness						
	12	Social Intelligence						
justice	13	Citizenship						
	14	Fairness						
	15	Leadership						
temperance	16	Forgiveness and mercy						
	17	Humility / Modesty						
	18	Prudence						
	19	Self-regulation						
transcendence	20	Appreciation of beauty						
	21	Gratitude						
	22	Hope						
	23	Humor						
	24	Spirituality						

Adapted from tool on the www.positivepsychologyprogram.com The Positive Psychology Tool kit