



What are you really good at?

How does it feel when you have the opportunity to do it?

If you're like most people, it feels pretty good. There is a feeling of confidence and competence and pride when we're put into a position where we can do something we do really well.

Your staff feel the same.

When it comes to work, they want the opportunity to do what they do best. Your role as the team leader is to help them discover what they do best and then give them every opportunity you can so that they can shine.

There are a lot of benefits to letting people do what they do best at work. These are some data from Gallup and they found that people who use their strengths every day are six times more likely to be engaged in their jobs. Makes sense, right?

If they're feeling successful then they're going to want to continue feeling successful and continue to be productive and engaged.

In addition to just their work life, it also increases their chances of being happier and having an excellent quality of life outside of work.

Just knowing their strengths, they can be more productive just from knowing what those strengths are.

Sometimes we assume that people know when they're really good at something. But how many times have you been in a conversation when somebody says *oh, I'm just so terrible at this thing* and you're looking at them from the outside saying *Really?! To me, it seems like you're great at this thing.*

Not everybody yet owns all the stuff they're really good at.

Of course teams that focus on strengths are going to be more productive which makes people more engaged and satisfied and ultimately increases not just your outcomes, but also your retention.

Gallup also found that about 20% of people say they have that opportunity to do what they do best every day.

Not so good.

As a team leader, you want to make sure that you are first identifying and second leveraging the strengths of your team so that you can put them in a position where they can do what they do best every single day.



Again, not everyone knows their strengths. You might see them from the outside. They might not have yet internalized them. In addition to that, people might not have had an opportunity yet to use those strains.

Part of this process is identifying and leveraging the strengths that you can see as a team leader and your staff is aware of but the other piece of that is to help give them opportunities and provide space for reflection and coaching and give them opportunity to try out things that they're not even sure yet that they are good at.

A couple of ways that you can start that process- self-reflection is always really helpful in addition to doing some type of self-assessment work. External assessments as well as observations can be really really powerful.

Pay attention to both staff having the opportunity to self reflect and self-assess as well as to receive input from you and from other team members. But again, if they haven't yet had the opportunity to try something out then there's not going to be an opportunity for self-reflection or from external assessment or observations.

In addition to all of this make sure you're also carving out opportunities for staff to try things that they've never tried before. As you strive to let your staff shine some questions for you to consider are:

What are their strengths?

What do they think they are?

What do you think they are?

What do other people think they are?

Where is there a match?

Where is there some disconnect?

Where do they just not know yet?

What do they enjoy?

In the best case scenario these go hand in hand. Sometimes they don't so if they're really good at something but they don't really like it, what do you do with that?

If they really like something but they're not very good at it, what do you do with that?

How can you help them strengthen their strengths?

In addition to helping them build some skills around areas they're not so good at, how can you continue to help them build up the things they are really good at so they can



continue to get better and better and ideally only focus on those strengths that can bring the most value to your team?

Then how can they use those strengths to help strengthen others?

Where is there opportunity for them to train or coach or support other staff members or maybe the staff can observe them and see your staff in action depending on what that strength is.

How can you create not just opportunities for that staff to use those strengths in their work but also to strengthen your other team members?

Another question for you to consider is what strengths do you need everyone to have?

These might be skills, for example relationship building. They also might be what we sometimes call personality traits or characteristics which are things like you want someone who's going to be positive or hard-working or organized or knows how to prioritize or is punctual.

What are some strengths or skills or characteristics that you need every person that you hire to have? What are some areas where you just need at least someone or someones to have that skill or strength and if not everybody does that's okay.

Which strengths do you consider teachable? Which ones have you decided that they need to have before you hire them? That you need that staff to walk through the door already knowing how to do this thing or already being a certain way.

There is not a set list for any of these. It depends on you and your needs as a leader and as an organization and as a program, but it's an important exercise for you to go through so you have a better sense of who you're looking for when you hire.

What about you? What are your strengths?

Which things have you not even tried yet and you're not even sure if you're good at them or that you like them?

What are some things you should and could try to find out if you're good at them and you like them?

What are some other things that you already know you're really good at?

Are you putting yourself in a position where you get to shine and you get to do what you do best every day?

So something for you to think about is, how can you better identify and leverage your team's strengths?