



GUIDING TEAMS TO SUCCESS WITH CLIFTONSTRENGTHS®

The most challenging aspect of any job is not the work itself; it's the interaction with other people. The tasks mentioned in the job description are usually straightforward and predictable, and a person is typically trained and hired based on their potential or track record of successfully performing them. It can be challenging to perform tasks while trying to get along with someone who has a different approach to life, dealing with different personalities, having difficult conversations, and trying to understand how someone could think or act a certain way. However, wouldn't it be great if we could simplify the personal, intangible, human stuff? The good news is that we can.

When an employee is viewed and appreciated as a whole person, and when their team and supervisors understand their motivations, it creates an environment

where they can flourish, making people six times more likely to engage in their job. They look forward to going to work, are more productive, have positive interactions with coworkers, treat customers better, and promote their company to their friends. These are things we want in employees that aren't on the job description, and they're things you can get by getting to know your people.

The CliftonStrengths® Assessment, provided by the Gallup organization, is a reliable and data-driven tool that can help you kickstart your journey. When teams use this tool to get to know each other better, engagement improves almost immediately. By using the information gained from the assessment to make informed decisions and improve performance, teams can achieve great success.

For example, some people might have **Deliberative** as a top strength and may not speak up during meetings. Not because they don't care but because they need time to think things through before sharing their ideas or committing to action. This could occasionally delay the process or lead to decisions being made without all the essential information. However, if someone has this strength, you can provide them with the meeting agenda and relevant information in advance. This will give them enough time to think and be prepared to contribute during the meeting. If the whole team is aware of this, it will help them understand why someone like "Stephanie" might revisit a decision that was already made. By building in time for deliberation, Stephanie will have the time she needs to think things through, and the team will have access to more complete information, allowing them to stay on target.

In another scenario, Emily is great at viewing things from 30,000 feet (the **Strategic** strength), seeing the big picture, and strategizing how to get from A to B, but she often gets stuck up there with the big ideas. Julie has the **Activator** strength and can accomplish more in an hour than most people can in a day, but she needs direction and a list to work from. Knowing the strengths of others can help set people up for success. Having Emily and Julie work together on a project while utilizing these key strengths will help create a more productive and engaged team, leading to outstanding results.

If you want to learn more about how The Village can help you implement CliftonStrengths® on your team, please contact The Village at 800-627-8220 or email us at strengths@thevillagefamily.org.

KNOWING THE STRENGTHS OF EVERY TEAM MEMBER AND OUR COLLECTIVE STRENGTHS HAS NOT ONLY HELPED ME BE MORE APPRECIATIVE OF EACH INDIVIDUAL'S CONTRIBUTION BUT ALSO GIVEN ME INSIGHT INTO WHY WE FUNCTION THE WAY WE DO AS A GROUP. -TINA



MY STAFF CALL EACH OTHER OUT ON THEIR STRENGTHS OR POINT OUT WHEN ONE IS BEING USED IN A PARTICULAR SITUATION. MY STAFF HAVE GROWN IMMENSELY INDIVIDUALLY AND TOGETHER BECAUSE THEY KNOW EACH OTHER'S STRENGTHS AND CHOOSE TO RESPECT THEM AND WORK WITHIN THEM. -STEPHANIE



SUSAN WILLIAMS
Village Trainer she/her

Susan is a Gallup-Certified Strengths Coach and is especially passionate about the energy and freedom a person feels when they discover their superpowers and are empowered to lean into them in all aspects of their life.