

Embedding Strengths into your Organisation

Together
an Active
Future
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TaAF can support the development of a rollout plan for the organisation, by providing guidance around timings, staff involvement, potential policy changes, training opportunities and access to Gallup resources.

Some examples of ways to embed strengths in your organisation:

Informal Settings

Individual conversations

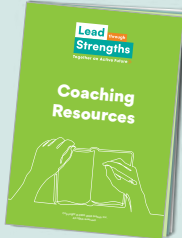
When colleagues are interacting, focus on:

- » Complementing positive performance with reference to strengths
- » Supporting development areas by discussing how strengths could be utilised, or referencing blind spots

Team Meetings

In informal team meetings, build momentum through strengths based activities:

- » Review strengths videos and materials as ice breakers
- » Explore team building activities using our TaAF strengths activities guide



Formal Settings

Onboarding

Integrate strengths-based approach into new employee inductions.

- » Issue all new employees with a strengths assessment and an initial coaching session.

Appraisals

Encourage reflection on strengths and progress.

- » Build an appraisal process that focuses on positive intent and ask colleagues to reflect on how they are using and investing their strengths

Project teams and People Partnerships

Utilise strengths to build effective project teams and internal collaborations.

- » When looking for colleagues to take on particular projects and to work in pairs or small groups, consider the blend of strengths you might need to deliver success (Utilise the strengths grid document)



Coaching

Integrate a coaching programme within your staff CPD offer, whereby staff participate in a one-to-one coaching session with an internal Strengths Coach.

- » Encourage proactive problem-solving, strategic scenario planning, and skill enhancement tailored to each employee's unique needs and strengths.
- » Promote regular follow-up sessions to track progress, identify new growth opportunities, and ensure continuous development within their roles.

Culture and Comms

Conduct an audit of existing programmes and practices to identify opportunities to embed a strengths based approach.

Consider opportunities within **internal communication and culture-building programmes:**

- » **Email Footers** - promote open communication and reference strengths by adding your top 5 to your email footers and signatures
- » **Office Visuals** - inspire and remind employees of their strengths with posters and graphics in your shared workspaces that remind people of the opportunity to build on strengths including grids, posters, screen savers, staff intranet sites.
- » **Newsletter** - use staff newsletters to spotlight a staff member or share articles on strengths-based success

Consider opportunities within **external communication and community-building initiatives:**

- » **Company Website and Social Media** - promote strengths-based work and successes, update Bios, sharing regular updates, testimonials, and employee stories.
- » **Annual Report** - summarise the impact of strengths-based initiatives and coaching programmes, highlighting positive effects on satisfaction, retention, and performance.

Strategic Approaches

As your organisation continues its strengths journey, you can begin to build strengths into your long term strategies.

This could include:

- » **Organisational Values** - how do we reflect a strengths based mindset into our organisational values and overall approaches?
- » **Recruitment and Team Development** - how could we use strengths to support our recruitment and overall team development strategy?
- » **Capacity Building** - consider the number of internal coaches who will work collaboratively to sustain and embed a longer-term strengths based approach
- » **Board Engagement** - agree a budget for long-term sustainability



Ideas for embedding Strengths

Getting familiar with strengths

"Love, Frustrate, Appreciate". Which of your strengths do you love, which frustrate you or others, which don't you have that you appreciate in others?



Pick a strength of yours, and draw, sing or act out what it's like for you whilst the team guess the strength.

Do a writing or drawing activity with your non-dominant hand. Explain that it's much more time-efficient and we get better results when we focus on our strengths.



Watch a fun short film or video clip, discuss the strengths the characters were displaying.

Quiz: matching the description to the strength.

60 seconds to list as many of the 34 strengths as you can. Group them into domains.



If you could have any strength, what would you choose and what would you do with it?



Describe yourself in one or two sentences using your strengths language.

Write your top 10 on post-it notes, play snap with your strengths. Win by having all the papers at the end.

Pick a celebrity: what might their top 5 be and why?

Watching short video clips that describe different strengths (1-2-minute video and discuss).



Ideas for embedding Strengths

Getting to know each other

Create a strengths manifesto:

- You get best of me when...
- You get the worst of me when...
- What I need from you is...



What are you doing this week where you can deploy one of your strengths?

Share an experience where you've seen someone else (person sat next to you?) use their strengths.

Share a "blind spot" and ask others to give ideas about how they can help, or how you can use your own strengths to overcome it.

Create a team grid and talk about your collective strengths and gaps.

Herd mentality game.



Share your favourite board game, sport or activity and which of your strengths contributes to you enjoying it.



If your team were a superhero, draw a picture of your hero that depicts the individual strengths within the team.

Think about a particular project you are working on together, pick one strength that you're "bringing to the party" and why?



For big groups:

Pick one of your top 10 strengths, write it down and then you've got to go and find someone else who you think will have it in their top 10. Once you've found them, write their name on your strength note/post-it, then write down a different strength from your top 10 and go and find another buddy.

