

Strengths-Based Team Model

Think about your team and answer the following questions.

Common Purpose: Do we have a clear and compelling performance goal?

- What is our performance goal?
- Are team members aware of the performance goal and does everyone agree on it?
- Does the performance goal align with the organization's goals?
- Are team members using their strengths to achieve the performance goal?

Connection: How do we stay connected with one another and other parts of the organization?

- How do we ensure that the team's efforts connect directly to the organization's objectives?
- How do we connect with other teams to achieve a goal?
- How do we stay connected with one another?
- How do team members use their strengths to connect with one another and others in the organization?

Communication: What is our communication structure and style?

- How do we ensure that the right information gets to the right people?
- How do we ensure that all stakeholders are aware of our progress?
- How do we keep the organization informed?
- How do team members' strengths enhance the team's interactions and communication with others in the organization?

Collaboration: How do we collaborate with people on our team and with others in the organization?

- How do we build relationships within the team?
- How do we build relationships outside of the team?
- What powerful partnerships do we have within the team or with individuals outside of the team?
- How do team members' strengths influence how we collaborate within the team and with others in the organization?

Celebration: What do we celebrate, and how do we celebrate?

- How do we want others to recognize us as a team and as individuals?
- How do we determine which successes are worthy of celebration?
- How do team members know when they have achieved success?
- How do we recognize effective use of individual and team strengths?