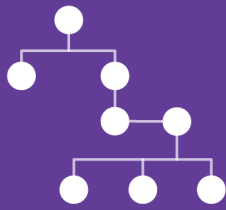


## SELF LEADERSHIP



ACTIVITY:

# Team strengths map

### Purpose

To identify the character strengths of team members so that strengths-based approaches can be used to encourage high performance.

### Learning intentions

- Understand the unique blend of Character Strengths of individual team members
- Understand the unique contribution that each team member can make based on their strengths profile and what this may mean for their work responsibilities
- Develop a strengths-development action plan for use with the team to make the best use of the team's strengths

### Actions

Ask your team members to complete the VIA Character Strengths survey at this link: [www.viacharacter.org](http://www.viacharacter.org) and to send you their top five strengths from their results.

Alternatively, you could observe your team over the course of a week and note down the strengths that you see them use most frequently.

Using the **Excel spreadsheet provided**, detail your team members' top 5 Character Strengths. The four sections of the spreadsheet are based on the Strengths Circumplex diagram (over) and when you have added your team members' strength, it will give you a map of the strengths available in your team.



- What insights do you gain about your team members through their top strengths?
- How does the strengths map help explain dynamics in the team?
- How can the strengths map help inform what tasks you give to team members, who works well together and your approach to managing and leading the team?

 **TEAM VIA STRENGTHS GRID**

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