Group Strengths Coaching: Holding Strengths Conversations at Work

- Know and Understand the Top 5 Themes
  - Define your themes and highlight the themes each person
  - Discuss and assign them together
  - Note any overlapping or similar themes
  - Discuss and assign a color to each theme

- How Top 5 Influences the Conversation
  - How might my Top 5 help me?
  - How might my Top 5 affect others?

- Complete the Strengths Profile
  - Initial observations, thoughts, and theories
  - Discuss and sort those theories
  - Complete on yourself or on your employee

- Closing/Takeaway Q&A
  - Schedule the conversation
  - Complete the interview for strengths
  - Move forward - talk about where to place the
  - Ask: how can we support this employee's Top 5?

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Know and Understand the Top 5 Themes
- Identify themes and patterns that emerge from conversations.
- Discuss and act on these themes.
- At the end, be able to understand something.

How Top 5 Influences the Conversation
- How might the Top 5 help now?
- How might the Top 5 affect you?
- Focus on specific questions and actions.

Complete the Strengths Profile
- Initial observations, thoughts, and theories.
- Discuss and act on those theories.
- Complete on yourself or on your employee.

Closing/Takeaway Q&A
- Schedule the conversation.
- Complete the intervention by discussing the Top 5.
- Make follow-up plan for the next 30-60 days.

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StrengthsFinder app on Play Store or App Store
How Top 5 Influences the Conversation

How might my Top 5 help me?

How might my Top 5 work against me?

Work together in groups and share 1 theme, from your own perspective
Know and Understand the Top 5 Themes

Review theme descriptions and highlight the words and phrases that resonate with you:

- What actions have you witnessed?
- What are the activities where there might be a natural gifting?
- What might be the motivators?
- What is valued or important?

Goal: Learn or rediscover something
Complete the Strengths Profile

- Initial observations, thoughts, and theories
- Discuss and test those theories

Complete on yourself or on your employee
Use the Strengths Discovery Discussion Guide

Pair up with someone else

Practice holding the conversation from your own perspective

Think about how you can get the most out of the conversation using this guide as a resource
Closing/Takeaway

Q&A

- Schedule the conversation
- Complete the Managing to Strengths page
- Managers: Record strategies for applying the 4 Keys based on employee's Top 5

Contact Crystal to arrange your complimentary follow-up coaching session
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Know and Understand the Top 5 Themes
- Know the differences and highlight the same components that
  challenge us
- How can we encourage a different dialogue?
- How can we navigate traffic to a greater degree?
- How can we foster a more meaningful approach?
- Know the key elements in our starting point

Complete the Strengths Profile
- Initial observations, thoughts, and theories
- Discuss and list those theories
- Complete on yourself or on your employee

How Top 5 Influences the Conversation
- How might the Top 5 help now?
- What might the Top 5 look against you?

Closing/Takeaway Q&A
- Schedule the conversations
- Compare the themes to Strengths
- Use the five themes to review for the
  week
- closed

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