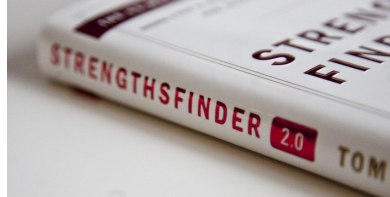


# Experience a Transformative *SHIFT*

-----with-----

*Dr. Anita*

People First | Passion Follows | Purpose Fulfilled



## Strengths-Based Teams Lunch and Learn (2 hours)

**PURPOSE:** Encourage participants to pursue the path of discovering, developing, and deploying strengths.

**PROCESS:** Facilitate interactive Strengths-Based Teams curriculum, pairs discussions, and team coaching.

**PAYOFF:** Insights into the Strengths-Based approach of leveraging individual strengths for team success.

**PRE-WORK:** Approximately 60 minutes of pre-work is required for each participant as outlined below.

- 1) Read the first 3 chapters of the StrengthsFinders 2.0 book.
- 2) Complete the StrengthsFinder 2.0 assessment (found within StrengthsFinder 2.0 book).

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### SESSION SUMMARY

Best positioned as a “thank you lunch”, The 2-hour engagement is structured to present the Strengths-Based philosophy and review results via the Team Strengths Grid within a relaxed environment.

During this event, it is recommended that the team leader or manager solicit feedback from the team and assess the desire for follow-on sessions designed to introduce team members to materials offered in the full day training session, including a capstone action learning project of the leadership sponsor’s choice such as creating a team charter (Vision, Mission, Values, Goals), determining a needed skills-mix for hiring purposes, or proposing a revised talent-2-task alignment within the team.

### SESSION OBJECTIVES

1. Reveal team members’ motivation for work
2. Discover and acknowledge individual strengths
3. Develop an appreciation for the Team Strengths Grid

### SHIFT REFLECTIVE LEARNING MODEL

**SELF-ASSESSMENT:** Appreciate your “who” relative to your “do”

**HONE-IN:** Reflect on what stands out from your self-assessment

**INVESTIGATE:** Understanding the deeper meanings specific to you

**FIX:** Make a concerted effort to fix your self-perception and self-talk

**TEAM:** Partnering with others to set & reach your development goals



COMFORT...  
to be real



COMMUNITY...  
as we grow together



COMMITMENT...  
to self-development

**SHIFT**

Strengths-Based Organization  
Consulting