

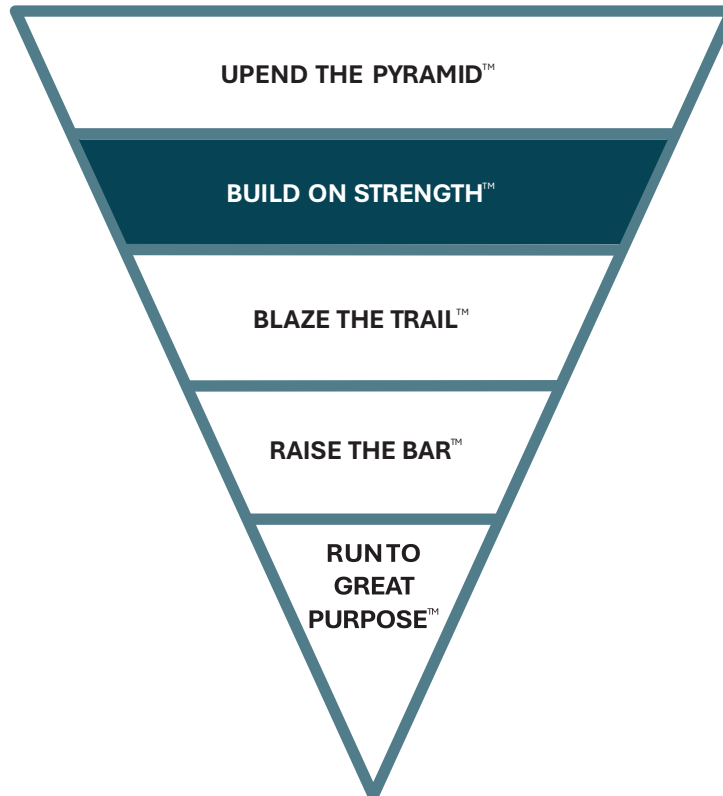


# BUILD ON STRENGTH™

Build a Culture of Strengths

## Build on Strength™

Serving Leaders Build on Strength™ by gaining insight into the unique strengths of each person and into the complementary strengths needed in each team. This Action equips leaders to match team members to their best role and to build high-functioning teams. At the heart of Serving



Leadership is a commitment to maximize the unique strengths of each team member. Build on Strength™ equips leaders to place each person into their best role and to align them with complementary teammates. By doing this, Serving Leaders create a culture of sustained motivation, employee self-esteem, and world-class results.

### Build on Strength™ Applications:

- Explore Each Person's Strengths
- Align Strengths and Team Responsibilities
- Promote Continuous Growth and Development



# BUILD ON STRENGTH™ WORKSHEET

Build a Culture of Strengths

## Functional Strengths Identifier

High Performance comes from a team built on the strength of each individual doing the work they were destined to do in the company of others who are fulfilling their destiny. The leader's role is to see the strengths in each team member and then structure the work so individuals can utilize their strengths in teams. This requires conversation and analysis among leader, individual and team. The individual needs to discover strengths-what I do well and what I love doing.

The Strengths Identifier below will help you and others identify their strengths.

### Directions

1. Put a mark in the "Do Well" column next to those talents that you do well.
2. Put a mark in "Love Doing" column next to those talents you love doing.
3. In the "Strength" column put a mark on every line in which you have two marks already. These are your strengths.

Category/Talent	Do Well	Love Doing	Strength
<b>Communication</b>			
Listening			
Questioning			
Presenting			
Writing			
Informing			
Story Telling			
<b>Decision Making/Taking Action</b>			
Analyzing			
Fact Finding			
Innovating			
Judgement			
Proactivity			



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## Functional Strengths Identifier (continued)

Category/Talent	Do Well	Love Doing	Strength
Problem Solving			
Systemic Thinking			
Taking Corrective Action			
Evaluating			
Follow-through			
Initiating Action			
<b>Developing Others</b>			
Career Development			
Coaching			
Conducting Performance Reviews			
Delegating			
Feedback			
Monitoring Performance			
Providing Training or Teaching			
Removing Obstacles to Performance			
Selecting Staff			
Identifying Strengths			
<b>Leading</b>			
Visioning			
Developing Commitment to a Vision			
Motivating			
Encouraging Innovation			
Team Building			
Managing Change			



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## Functional Strengths Identifier (continued)

Category/Talent	Do Well	Love Doing	Strength
Promoting Enthusiasm			
Promoting Excellence			
Providing Recognition			
Self Development			
<b>Planning Skills</b>			
Action Planning and Organizing			
Business Planning			
Monitoring			
Prioritizing			
Project Management			
Strategic Planning			
<b>Relationship Skills</b>			
Influencing			
Meeting Skills			
Negotiating			
Networking			
Relationship Building			
Teamwork and Collaboration			
Sales			