

STRENGTHS BASED TEAM BUILDING

A practical guide for leaders.





WHAT IS A STRENGTHS BASED APPROACH?

A Strengths Based approach is a Social Work practice that intentionally utilizes the identification of an individual's strengths (what they do well) as a means of tapping into individual resiliency. It is a philosophy and a way of viewing people as resourceful in the face of adversity. This approach has a focus on future outcomes and strengths that people bring to a problem or crisis.

Using a strengths-based approach doesn't mean minimizing or ignoring difficult behaviour and the problems it creates. Problems are addressed by investigating the inner resources of the individual and utilizing them to address the issue.

WHY IS IT IMPORTANT TO YOUR TEAM?

A Strengths Based approach can be applied to the functioning of an individual as well as a team as a whole. By looking at the team's resiliency, resources and the ways in which they have successfully navigated problems in the past, you can navigate present dilemmas effectively.

This approach allows for an increase in engagement, satisfaction and team bonding. When team members are able to see one another through a lens of strengths, diversity is valued and the team becomes more impactful. For example if a team member's strength is attention to detail, they are likely the best person to ensure scheduling is done without errors. If another's is public speaking, they can represent the team in media events.

HOW DO STENGTHS BASED QUESTIONS HELP?

Asking strengths based questions gives individuals and your team a chance to tap into their inner wisdom and share their own expertise about their situation. It supports an exploration of realistic, actionable solutions. They are great to have on hand at a team meeting or practice.

STRENGTHS BASED QUESTIONS

Open Ended Questions

These questions can't be answered with a yes or no and invite a broader conversation.

What happened? Who else was there? How did you manage to accomplish that? Tell me more.

Exception-Finding Questions

These questions are used to explore past and present successes in relation to goals. Once exceptions are found there is a discussion about how they happened and how they can be applied to present circumstances.

- When things were going well what was different?
- Tell me about a time you tackled a challenge and things worked out the way you hoped.
- Tell me about a time you were able to manage your stress.

Scaling Questions

These questions help measure incremental change in a concrete way to help provide clarity.

- On a scale of 1-10 how confident are you that you can improve?
- On a scale of 1-10 how would you rate your ability to implement the plans we talked about?
 - What would need to change for you to move up 2 points?

Relationship Questions

These questions ask for one's perception of what others think and how their behaviour affects others. They are helpful when a teammate's behaviour negatively impacts others.

- What would your teammates say they admire most about you?
- If I asked your best friend how you perceive despite everything that's happened what would they say?

Coping Questions

These questions help when people are feeling hopeless and have difficulty seeing any positives.

- How did you learn to cope in such a difficult situation?
- How did you manage to get to practice today with everything you are struggling with?
- How is it that things aren't worse?

FIVE WAYS TO USE A STRENGTHS BASED APPROACH ON YOUR TEAM

1

Get **CURIOUS**.

The best way to learn what your team's strengths are is through dialogue. Utilize the questions on the previous page and learn more about the inner resources of individuals and your team as a whole.

2

Share **RESPONSIBILITY**.

As team members strengths emerge and are identified, tap into them to both build feelings of self worth and belonging. Assign responsibilities based on what each member does well.

3

Show **GRATITUDE**.

Gratitude helps people feel more positive emotions, relish good experiences, deal with adversity, and build strong relationships. All of which helps a team become stronger. Create time and space after a practice or during a team meeting to intentionally express gratitude.

4

Acknowledge **DIVERSITY**.

Diversity brings a range of strengths, skill sets, attitudes, and cultural values. This allows for a broader a deeper team impact. By acknowledging this, acceptance and appreciation for how diversity helps can circumvent inevitable conflict that comes with bringing together different ideas and ways of doing things.

5

Have **FUN**.

The best part of strengths based practice is it is a glass half full approach to team building. Focusing on your team's strengths rather than deficits allows for a deeper appreciation of your time together. Enjoy it!

NADIA KYBA AND NOW WHAT FACILITATION

As a social worker and the founder of Now What Facilitation Inc., I've had the opportunity to support hundreds of individuals and teams perform to their full potential through conflict management coaching, training and facilitated planning meetings both in person and online.

Sometimes facilitated intervention is necessary for parties locked in conflict to move forward. Our team offer **mediation services** for workplace or sports disputes.

Conflict can be discouraging and distracting impacting retention and overall enjoyment. Our services and resources are designed to assist organizations simplify their work by developing their capacity to manage conflict.



NEED SUPPORT? WE CAN HELP!

"Our team struggled with communication. The Now What Team Building through Conflict Management Workshop gave players tools to help them effectively communicate with each other. Since the workshop and follow-up session, our players have prevented conflict by talking with their teammates when it matters most."

-Head Coach, Raven's Female Hockey

LET'S CHAT

I'd love to hear about your team's unique needs. Contact me to chat about your needs by [booking a free 30-minute Clarity Session here.](#)

Phone: 604-788-3547

Email: info@nowwhatfacilitation.com

Website: www.nowwhatfacilitation.com



THIS IS HOW WE ROLL

A COACH'S GUIDE TO TRANSFORMING CONFLICT INTO A HIGH PERFORMING TEAM



Who knew the way to the championship was moving through conflict? It's what most dread, and it's the only way for teams to make it, to grow together, to become stronger—and to win.

In This Is How We Roll, I bring you easy-to-understand social work concepts and tools that you can apply now to transform conflict on your team to growth and performance. Full of stories and examples, this is your guide to the often difficult conversations required for true, lasting conflict resolution.

"Every Coach and Trainer needs a copy of this book! Nadia does a great job of giving readers a step-by-step guide for conflict situations that can be used at the amateur or professional level in sports. This book is a must-read for all coaches and skills trainers."

-Harp Grewal, Professional Skills Trainer, Founder 3Seed Training

"As a Sports Volunteer, I found my experience reflected in story after story in THIS IS HOW WE ROLL. With the wisdom Nadia shares, it's like her standing with us as a guide through the difficult situations we face and I couldn't be more grateful!"

- RaeAnne Rose, President BC Artistic Swimming

ORDER ONLINE

amazon

