

# THE STRENGTH OF MOTIVATIONS

- foundation workshop -

## **Our actions should start with WHY, not with WHAT**

This is the premise of choosing our strengths accountably.

Understanding first why we do the things we do and how we can intentionally choose effective behaviours.



This is the first foundation workshop in building a strengths-based company culture. It works best when facilitating within existing teams as a first stage in anchoring individual strengths in the WHY of motivations. This engaging and interactive sharing experience will help participants:

- Raise awareness levels over their own and their colleagues' reasons for doing things
- Understand and manage differences
- Create a path for less interpersonal conflicts and more productive outcomes of conflict situations
- Share and explore personal perceptions
- Get immediate feedback from their colleagues on their interactions
- Commit to individual and team collaboration
- Adapt their communication styles

## SUPPORTING TOOLS

SDI (Strength Deployment Inventory) is a relationship building tool based upon a motivational self-assessment embraced by people worldwide as a "Manual for working with others"

It is applied online with the option of choosing English or local language.

SDI motivational results are shared and discussed during the workshop

# INDIVIDUAL STRENGTHS

- foundation workshop -

## **Don't push your WEAKNESSES, play with your STRENGTHS**

This is the premise of becoming more agile and emotionally aware in our individual actions.

We all share the same strengths, but some are used more, others not at all. Our use of strengths is directly linked with managing our potential.

This is the second foundation workshop in building a strengths-based company culture. It works best when facilitating within existing teams as a way of intentionally choosing individual strengths, aligned with our motivations, to reach desired goals. This engaging and interactive sharing experience will help participants:

- Understand their personal impact better
- Embrace individual strengths and borrow behaviours to get results
- Effectively choose the right strengths for the situation
- Find easier ways for collaborative work
- Understanding the impact of our overdone strengths
- Finding the motivation for change
- Create the desired change
- Individual action plans for further development



## SUPPORTING TOOLS

Portrait of Strengths and Portrait of Overdone Strengths are the 2 tools used in this workshop.

Both provide an individual and team's perspective on the use of strengths and overdone strengths and an opportunity to effectively build upon individual and collective strengths.

It's a positive way to change our behaviours starting from our choice of strengths.

# TEAM STRENGTHS

- foundation workshop -

**The STRENGTH of the team is each individual member. The strength of each member is the team**

This is the premise in building collaboration and fostering a culture of feedback within teams.

Having clear expectations of each individual's role and being able to calibrate performance.



This is the third foundation workshop in building a strengths-based company culture. It works best when facilitating within existing teams as a way of calibrating our individual strengths in order to move the team forward. This engaging and interactive sharing experience will help participants:

- Gain an increased sense of personal responsibility and accountability
- Improve regular communication, feedback and coaching within the team
- Gain immediate insights on other team member's expectations of each other's role
- Receive relevant feedback anchored in expectations on perceived strengths and overdone strengths
- Adopt a positive and constructive team environment
- Solve problems and move things forward

## SUPPORTING TOOLS

The Expectation and Feedback editions of the SDI, Portrait of Strengths and Overdone Strengths are used throughout this workshop.

They align feedback to role expectations within the team.

They build upon the common language of motivations, strengths and overdone strengths helping people further adapt their individual and team behaviours.

# THE STRENGTH OF CONFLICT

- foundation workshop -

**For good ideas and INNOVATION, you need human interaction, CONFLICT, argument, debate**

This is the premise in embracing conflict as a learning opportunity that moves things forward.

Being able to collaboratively solve conflicts through constant communication and commitment.

This is the forth foundation workshop in building a strengths-based company culture. It works best when facilitating within existing teams as a way of calibrating our individual strengths in order to move the team forward. This engaging and interactive sharing experience will help participants:

- Gain a deeper understanding of the nature of conflict and not taking things personally
- Recognise the difference between preventable misunderstandings and real conflicts
- Learn what triggers conflicts within the team and what's need to prevent it
- Understand individual responsibility and choices when resolving conflicts
- Learn from past conflicts and commit to personal behavioural changes
- Increase resilience to conflict triggers



## SUPPORTING TOOLS

This workshop brings together the previously completed SDI, Portrait of Strengths and Portrait of Overdone Strengths in order to facilitate the individual and team commitment for the desired changes.

Participants will use their own profiles to assertively highlight desired changes in their interactions with others and to further commit to their own developmental path in resolving conflicts effectively.