

Strengths

Playing to our strengths has a powerful positive impact on both individual and team performance and wellbeing.

Strengths are things we find energising, enjoyable and easy to use. Everyone has unique and enduring strengths, not just 'top talent'. However, discovering strengths is not enough to increase performance and wellbeing – we need to know how to use them. Strengths develop from birth until around the age of 17. After this age it is much harder to develop new strengths (although it is possible).

As strengths are so easy to use, it is common for people to overplay their strengths, using them too much and having a negative impact on other people and situations. Therefore, it is important that we learn how to manage our strengths skilfully.

Doing this can help us to lead ourselves, lead others and lead the organisation.



Strengths	Leading Self	Leading Others	Leading the Organisation
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✓	Self-facilitation	✓	Learning Tools	✓	Facilitated conversation workshops	✓	1 hour facilitated online workshops
✓	1 hour facilitated lunch 'n' learn workshops	✓	½ day workshops	✓	Full day workshops	✓	½ day facilitated train-the-trainer workshops
✓	Online train-the-trainer workshops	✓	½ day Executive team modules	✓	Full day Executive team modules	✓	Conference workshops
✓	Conference speaking slots	✓	HR Deep Dives	✓	Consultancy	✓	Full programmes