

Capitalizing on Team Talents™

PROGRAM LENGTH:	3 - 4 hours
PROGRAM DESCRIPTION:	<p>Have you ever worked on a team where everyone is doing what they enjoy and making the very best use of their talents? A team where people just seem to “get” each other, projects make real progress and everyone is glad to be on the team? The goal of this program is to help you create this kind of engaged, high-functioning team.</p> <p>After participants are introduced to the Team Talents™ Learning Model, it will inform each step of the process.</p> <ul style="list-style-type: none"> ▪ First, participants will spend some time looking at the talents that each person brings to the team. ▪ Next, they will get a sense of the areas that aren’t as comfortable or natural for each of them. ▪ Finally, participants will look at ways that the team can use each person’s talents to their fullest.
PROGRAM DETAILS: Length: 5-10 minutes Activity: Introduction Materials: None	<p>WELCOME TO CAPITALIZING ON TEAM TALENTS™</p> <p>Goals:</p> <p>Participants will:</p> <ul style="list-style-type: none"> ▪ Discover the goals and plan of the session. <p>Activity Description:</p> <p>Participants are introduced to the trainer and learn the goals and plan of the session.</p>
Length: 15-20 minutes Video Length: 8 minutes Activity: Individual & Large Group Materials: None	<p>INTRODUCTION TO TEAM TALENTS™: IT’S A JUNGLE</p> <p>Goals:</p> <p>Participants will:</p> <ul style="list-style-type: none"> ▪ Discover a model to explain the four basic talents on a team and the roles that correspond to those talents. ▪ Discover their team role and their position on the Team Talents™ map. <p>Activity Description:</p> <p>Participants watch a video that introduces the Team Talents map with its four different lands: Possibilities, Realities, Analysis, and Interaction. The characters in the video help participants understand the four talents that drive all team activities and the team roles that arise from these talents. Participants then read individualized feedback based on their responses to the session prework to discover their own team roles.</p> <p style="text-align: right;"><i>Continued on next page</i></p>

Length: 35 - 45 minutes

Activity: Individual, Large & Small Group

Materials: Flipchart paper, markers, two tug-of-war ropes, Team Talents flags

EXPLORING THE TEAM TALENTS™ IN YOUR GROUP: TUG OF WAR

Goals:

Participants will:

- Discover the talents and characteristics of their team roles.
- Explore the contribution each talent brings to the team.

Activity Description:

Participants read their individualized feedback to learn about their primary team roles. They then position themselves on one of two “talent ropes” and explore the contribution their roles bring to an organization by participating in a tug-of-war with another group. Finally, participants learn about their secondary team roles, find new positions on the ropes, and discuss how this secondary perspective benefits the team.

Length: 35 - 40 minutes

Activity: Individual, Small & Large Group

Materials: Team Situation Cards

UNDERSTANDING AND MAXIMIZING YOUR STRENGTHS ON A TEAM

Goals:

Participants will:

- Understand the natural strengths they bring to a team.
- Recognize the value of these strengths in various team activities and tasks.
- Explore ways to use their strengths more often.

Activity Description:

Participants read their individualized feedback to learn their natural strengths based on their team roles. They consider which of these strengths would be most useful to them in extreme circumstances, then match their strengths to more ordinary activities that happen in team environments. Finally, they analyze how frequently they are able to use their most natural strengths in their current job, and they think of ways that they can better contribute by using these strengths more often.

Length: 20 - 25 minutes

Video Length: 1.5 minutes

Activity: Individual & Large Group

Materials: Flipchart paper, markers, Post-it-Notes

UNDERSTANDING YOUR DISCOMFORT ZONE

Goals:

Participants will:

- Recognize their discomfort zones and the activities that feel unnatural to them.
- Understand that activities that don't come naturally to them may cause stress.
- Discover that everyone has a discomfort zone, although others might be challenged by different activities.

Activity Description:

Participants watch a video showing four different people being asked to do activities that don't come naturally to them. Using the Team Talents™ map, participants identify the discomfort zone of each character and discuss the kinds of activities that are associated with each area. Participants then read about their challenges in their individualized feedback and use the information to identify their own discomfort zones. They finish by marking their discomfort zones on a group “map,” so that everyone gets a picture of the diverse areas of discomfort that exist in the group.

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Length: 25 - 30 minutes

Activity: Individual & Large Group

Materials: Flipchart paper, green, yellow, and red markers for each table

THE TRADEOFF BETWEEN FOCUS AND FLEXIBILITY

Goals:

Participants will:

- Understand their level of focus or flexibility with respect to their team roles.
- Discover the varying levels of focus and flexibility in their group.
- Recognize the tradeoffs inherent in having a more focused area of strength or more flexibility.

Activity Description:

Participants read about their flexibility in their individualized feedback. They then create a picture of their own level of flexibility or focus based on their comfort or discomfort with various activities. They have the opportunity to see how others in the group rated their own flexibility. Finally, they discuss the benefits and pitfalls of both flexibility and focus.

Length: 40 - 50 minutes

Activity: Individual, Large & Small Group

Materials: Team Situation Cards

COLLABORATING TO REDUCE STRESS

Goals:

Participants will:

- Recognize that activities that feel unnatural to them may also cause them stress.
- Recognize that what stresses them might be a strength for someone else, and that others may be stressed by different activities.
- Discover strategies for collaborating to reduce stress at work.

Activity Description:

Participants rate the amount of stress they would feel while in each of 24 situations. Three of these situations are then dealt to them in the form of Team Situation cards. Participants attempt to reduce their individual stress score by trading cards with others in the group. They read their individualized feedback to learn how the Team Talents™ model can help them understand why certain situations are more stressful for them than others. They are then dealt new situations. This time they work in small groups to minimize not only their stress, but the overall stress score of the small group. Finally, they complete a personal reflection about something they currently find stressful at work. They discuss with a partner how they can use what they have learned to collaborate with someone to reduce their stress.

Length: 5 minutes

Activity: Large group

CONCLUSION TO CAPITALIZING ON TEAM TALENTS™

Goals:

Participants will:

- Review the session goals and key concepts explored in the session.

Activity Description:

Participants review the key concepts of:

- Understanding that each team member contributes unique and important talents and strengths
- Preferences for certain talents and roles have a trade-off in activities that are not natural and can cause stress.
- Collaboration is key to ensuring that all team members contribute what they do best and everything gets done.