SCOPE AND SEQUENCE OUTLINE

As a strengths coach, you can influence team performance in five fundamental ways:

1. You increase the team’s awareness of the principles of strengths-based development.
2. You increase team members’ awareness of and appreciation for their individual and collective talents and strengths.
3. You increase the team’s application of the principles of strengths-based development.
4. You increase team members’ application of their individual and collective talents and strengths.
5. You track and communicate the achievements (the specific performance results) that come from their awareness and application of strengths.

Keep these concepts in mind when working with a manager to provide a scope and sequence for a team strengths coaching strategy. These principles and concepts are listed sequentially and grouped as follows.

STRENGTHS-BASED DEVELOPMENT CONCEPTS

Awareness
- Only some behaviors can be learned.
- The best in a role deliver the same outcomes using different behaviors. They play to their natural talents and strengths and perform the activity in a way that works for them.
- Weakness fixing prevents failure; strengths building leads to success.
- Everyone has talent.
- Talents are spontaneous, recurring patterns of thought, feeling, or behavior.
- Our talents filter our world.
- The Clifton StrengthsFinder helps people identify their areas of greatest potential.

Application
- Talent must be productively applied to influence performance.
- A person using his or her talents is invigorated rather than drained.

Achievement
- The key to success is to fully understand how to apply your greatest talents and strengths in your everyday life.
- Talents can be consciously used toward performance challenges.
- We can lead examined lives with our strengths.
INDIVIDUAL CONCEPTS

Awareness

☐ Name it! Start with an understanding of the individual’s Signature Themes.
☐ Claim it! Create an awareness and appreciation of his or her Signature Themes.
☐ Clarify the role and expectations.

Application

☐ Aim it! Ensure the individual knows how to intentionally invest in and bring his or her Signature Themes to life daily.
☐ Signature Themes are consciously used toward goals/performance challenges.
☐ Individuals identify which Signature Themes they can use toward activities related to the goals/performance challenges.
☐ Individuals see the alignment between daily tasks and performance results.

Achievement

☐ The individual has clear and compelling goals/performance challenges.
☐ Daily tasks match or fit the individual’s talents.
☐ His or her performance results are celebrated.

TEAM CONCEPTS

Principles

☐ Themes are neutral.
☐ Themes are not labels.
☐ Lead with positive intent.
☐ Differences are an advantage.
☐ People need one another.

Awareness

☐ Understand individual talents.
☐ Understand colleagues’ talents.
☐ Become aware of the team’s collective talents.
☐ Use common language to describe this awareness and understanding. Individuals value the talents of others on the team.
☐ Ensure the team is aware of talent gaps.

Application

☐ Assign tasks to maximize individual talents.
☐ Individuals consciously contribute to tasks and discussions based on talents.
☐ Team meetings include people learning and affirming that they know each other’s strengths.
☐ Teams have “workaround” strategies for gaps (e.g., complementary partnerships).

Achievement

☐ The team has clear and compelling goals/performance challenges.
☐ Tasks match or fit each individual’s talents.
☐ The team celebrates performance results.
☐ The team continually achieves high performance.