



Team Member Strengths & Priorities Activity

PURPOSE: This exercise helps boost **trust** and **alignment** on your team. It's a simple exercise that unveils each teammate's contribution to the group and what drives their passion for the work they do.

OBJECTIVE: Share strengths and priorities with the team in an effort to generate alignment with team goals and objectives.

COMPETENCIES: Trust, Clear Structure & Alignment

SPACE/RESOURCES:

- Large round table for all participants
- Copy of the steps below

TIME: 20-30 minutes depending on the size of the group

GROUP SIZE: 10-15

Step 1: Each teammate picks five personal strengths that drive their energy and passion for the work they do. They may select 5 from the list below or add their own. The teammate then ranks these from the most (1) to the least (5) energizing. Below are a few examples.

- Analytical
- Business Acumen
- Compassion
- Composure
- Creativity
- Integrity & Trust
- Intellectual Horsepower
- Leadership
- Priority Setting
- Project Management
- Problem Solving
- Strategic Agility
- Teamwork
- Focus & Discipline
- Communication
- Relationship Building

Strengths:

- 1.
- 2.
- 3.
- 4.
- 5.

Step 2: Each teammate selects five priorities that motivate them in the work they do. Hopefully, our work elevates a sense of purpose and values. These five should tell that story. Each teammate must narrow in on five and rank these from strongest driver (1) to the weakest (5). Below are a few examples.

- Compensation & benefits
- Exploration & discovery
- Growth & Learning

- Helping others
- Making a difference in the world
- Prestige & recognition
- Solving complex problems
- Teaching & mentoring
- Work/life balance
- Connection with other people
- Creative outlet

Priorities:

- 1.
- 2.
- 3.
- 4.
- 5.

Step 3: Each teammate shares with the group their strengths and priorities from step 1 and 2. Think of it as explaining why you do this work. Tell your unique story of how you arrived at your current position.

Step 4: Allow time for teammates to provide feedback based on your story. Teammates can offer feedback by providing examples of how they see your strengths and priorities reflected in their everyday work.

Step 5: Come up with a commitment statement. Write down an agreement to behave in a way that reflects your strengths and priorities. Share this with the team.

Optional: This exercise also gives permission for teammates to let you know when your words or actions are inconsistent with your professed character.

Commitment Statement:

References:

Ritter, Steve. (2016, August 8). Team Accountability Exercise. Retrieved from <https://teamclock.com/team-accountability-exercise/>.