

STRENGTHS DISCOVERY DISCUSSION GUIDE

Team Member's Name:

Team Member's Top Five Signature Themes:

Use this as an outline for a strengths discussion with your team members. The following questions will help you and your team members discuss, appreciate, and apply their talents (natural ways of thinking, feeling, or behaving) to the work they do every day.

INTRODUCTION

I have some specific questions to ask you so I can be more effective in supporting you and helping you achieve your goals. This interview includes some questions that will help me learn more about your strengths, what you enjoy most about your work, what motivates you, and what goals you're focused on.

	QUESTIONS TO ASK	MANAGER REFLECTIONS
What Do You Do Best?	Of all the things you do well, what two do you do best?	Do this team member's answers match your observations of his or her talents?
	What activities do you seem to pick up quickly? What activities bring you the greatest satisfaction?	Does this person have an opportunity to do what he or she does best every day?
Review of StrengthsFinder® Results	What are your top five Signature Themes as identified by the Clifton StrengthsFinder? Which theme resonates with you the most?	How can you keep this team member's Signature Themes top-of-mind?
	Based on your Signature Themes, what should I know about working with you?	What new information did you discover about this person?
	How can I help you use your strengths more within your role? Are there activities or other parts of your role that you want to do more frequently?	Can you adjust this role to make the best use of this team member's talents?

	QUESTIONS TO ASK	MANAGER REFLECTIONS
Celebrating Successes	What was your most significant accomplishment in the past 12 months?	Did you celebrate this success with this person?
	When you achieve success at work, how do you like to be recognized?	How does this person like to be recognized?
	When do you feel the most pride about your work?	What motivates this person?
	How do you like to be supported in your work?	What does this person expect of you?
Applying Talents to the Role	<p>What do you believe you get paid to do?</p> <p>Do any factors distract you from completing the tasks for which you are responsible?</p> <p>Are there things that distract you from being positive, productive, or accurate in the work you do?</p> <p>Do you have talents that could benefit the team if you had better opportunities to use them?</p> <p>What steps could be taken to ensure you have an opportunity to apply your natural talents to your role?</p> <p>1.</p> <p>2.</p>	What actions can you take to help guide, support, or empower this team member?