



# The Strengths-Based Approach for Teams Course©



***We exist to empower leaders and teams to breakthrough  
and achieve their potential!***

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# The Strengths-Based Approach for Teams Course©

Would your leaders and team members benefit from gaining awareness of their character strengths and to integrate the strengths-based approach for their teams?

*“What sabotages more leadership efforts, holds back more good teams, and derails more leaders’ careers than anything else? Lack of self-awareness! When leaders don’t see themselves clearly, are unaware of their strengths and weaknesses, or fail to recognize their negative interactions with their team members, they limit their influence and undermine their own effectiveness.”*

- John Maxwell (The Self-Aware Leader)



Team members are more engaged when they are aware of their strengths, and they are able to use them at work. By utilising the strengths-based approach, managers and leaders around the world are seeing improvements in company culture and increased productivity and engagement. This course will empower you and your team members to identify their personal character strengths and learn the guiding principles to use them personally and professionally. Studies show that deepening the talents and strengths that people already have yields better team results than trying to make every employee well rounded. Team members will apply science-based practices to activate their strengths, boost happiness, improve well-being and enhance their work engagement.

In the early 2000s, something ground-breaking occurred in the social sciences: scientists discovered a common language of 24-character strengths that make up what’s best about our personality. Everyone possesses all 24-character strengths in different degrees, so each person has a truly unique character strengths profile. Each character strength falls under one of these six broad virtue categories, which are universal across cultures and nations.

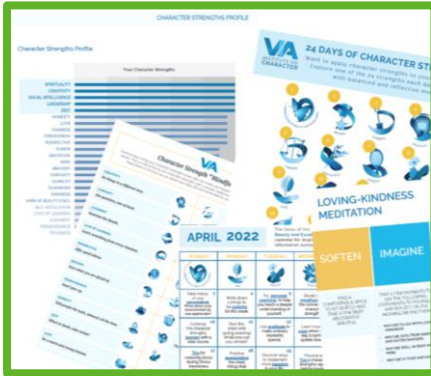
This course works from a strengths base as we facilitate the learning journey with your team members. We will coach/train your team members on how to use their best qualities to be happier, navigate change, live authentically, reach goals, improve work engagement, restore/build relationships, reduce stress levels and more. We will also give tools, training, and strategies on how teams can work within a Strengths-Based approach.



We partner with VIA Character Strengths, and we will give each team member a VIA Character Strengths Profile. We will send you an introduction email and link that can be sent out to all participants. Each participant will follow the directions to complete their VIA Character Strengths Profile. Our team receives the results on our backend, and we will compile all the data and generate 20-page personal reports for each participant. This report will include your unique profile of strengths in rank order from 1-24 plus a deep dive into the five core strengths that best capture your uniqueness and essence. We will unpack each strength and identify what it means for your team.

This Breakthrough Corporate Training proprietary course will include the following outcomes for your team:

- Complete your VIA Character Strengths Profile© and get a personal PDF Report with details of your 24 Character Strengths and in-depth insights on your Top 5 VIA Character Strengths.
- Gain a fresh appreciation of the importance of knowing and focussing on your character strengths.
- Remediate the human tendency to myopically focus on your personal weaknesses and the weaknesses of others.
- How your Character Strengths complement your DISC™ Profile, BIG 5™ Profile or Kendall Life Languages™ Profile.
- Think through how you can effectively function in your top Strengths and how to make them even stronger.
- Appreciate the difference between talent, knowledge, and skills.
- Develop problem solving skills and use Strengths when facing difficult situations.



We will also outline the 3-step approach with strengths that increase work performance and harmonious passion. Your team members will learn the Strengths-Based Approach (Aware – Explore - Apply Model). This part of the training will be engaging, and it will boost your team motivation. In our longer Training formats, we can integrate role plays and coaching with team members to model how to implement the strengths-based approach with individuals. Each participant will receive a VIA Character Strengths toolkit with laminated cheat sheets, guides, reference sheets and materials for on-going learning and implementation. Your workbooks include goal sheets, and we will provide downloadable resource PDFs. Check out some of our optional team building activities that you can include in your training.

## The Strengths-Based Approach for Teams Course© - Team Building Activities

### 1) Character Strengths Speed Networking

Research shows that knowing your strengths and using them will lead to greater personal well-being, resilience, and better performance. Participants will network with other participants as they unpack insights and draw out humorous, insightful, and life-giving insights from their own 5 Top Character Strengths. We will give clear direction and time limits that enhance engagement and networking opportunities. Participants will really grow in understanding each other's Strengths.



### 2) VIA Character Strengths Intervention Cards© Activity

In stage 2 we will reveal the VIA Character Activity Cards. In this activity participants will be given VIA Character Strengths cards that represent their top strengths. In this activity there will be a series of short objectives that participants must complete in small groups. The objectives will open up opportunities for new and insightful dialogue within a group context and this will foster trust and further grow your team. Along with individual strengths we will explore the ways these strengths are currently utilised in the workplace. There will be applications through various tools to enhance the team dynamic and further ignite the strengths-based approach within the team.



### 3) The Strengths Breakthrough Activity©

In this interactive and engaging activity each participant will be wearing their Top VIA Character Strengths on Lanyards. The instructions will be laid out by your facilitator as each participant goes throughout the training room to interact with others. Throughout the activity the facilitator will set up scenarios where the participants must identify different strengths in their colleagues. They will need to use their own strengths to complete tasks and to influence. This will help your strengths-based culture to bloom.



### 4) Problem-Solving with Strengths Activity©

A high-performance environment is one that encourages problem-solving and critical thinking. There would be an introductory teaching element to this activity. Then the participants will need to use their VIA Character Strengths together in small groups to critically think and solve problems. They will need to utilise the Problem-solving Framework that we provide to gather information, identify, and define problems, remove blockages, generate possibilities, explore, analyse decide, implement, and capture lessons learnt.



The overall training/coaching is aimed to help participants to gain awareness of their character strengths and to integrate the strengths-based approach for teams. This course can be run in the following formats: 1-2 Hour, Half Day, and Full Day options are available. Call +61 481 307 778 or email [office@breakthroughcorporatetraining.com.au](mailto:office@breakthroughcorporatetraining.com.au) for more information.

## Empowering leaders and teams to breakthrough and achieve their potential!

Breakthrough Corporate Training offers workshops, corporate training, coaching, team building, retreats and speaking services to organisations in Australia and worldwide. Breakthrough Corporate Training has a strategic partnership with TransforMe Learning and combined, we have over 70,000 hours of coaching/mentoring/training experience in organisations. 10s of 1000s of People from organisations in Sydney Australia and around the world have been transformed through our talks, corporate training, coaching, and mentoring. See some of our combined clients below.



### Our Vision

Breakthrough Corporate Training is a Sydney Australia-based corporate training leader. We facilitate powerful breakthroughs that transform team culture through our CLASS (Communication, Leadership And Soft Skills) and RAW (Resilience And Well-being) Courses and Programs. Our clients experience transformation through our on-line and on-site training, coaching, team building, retreats, and keynote talks. We add enormous value to teams as they become healthy, cohesive, and successful.

### Our Core Purpose

To Empower Leaders and Teams to Breakthrough and Achieve Their Potential!

### Our Core Values

Our Core Values show you what is really important to us and how we behave. Our core values demonstrate who we are at our core to our clients. These Core Values are intrinsic to who we are, and they do not change. Our Core Values are *Engagement, Breakthrough, and Passion*.

- Engagement* – We are engaged in every client encounter.
- We empower leaders and teams to *Breakthrough*.
- Passion* is our energy that fuels transformation experiences.

Our Nurture Values are values that we care about and that we aim to demonstrate in our behaviour. These values reflect our standards and how we function in our organisation. Our Nurture Values are *Relevance, Heart, Integrity, Presence, Truth, Courage, and Teamwork*.



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