



Pre-Work

Prior to using this tool, complete a strengths assessment test of your choosing as a team. (e.g., Strengths Finder, Compass Points, True Colors, etc.)

PART I

SETTING THE TABLE

For what purpose was the leadership team assembled? What is your role?

What are your strengths and what is the framework or the assessment used to identify those strengths?

What is the collectively-led effort you plan to address as a team, and what outcomes do you intend to achieve within that effort?

**PART
II****ALIGNING STRENGTHS, continued**

Describe an upcoming task or event that will require contributions from everyone on the team.

How will each team members' strengths be used to accomplish the task or event? What will each person do and why?

**PART
III****REFLECTION**

What challenges did you encounter in identifying your collective leadership team based on member strengths?

In what ways did your stated collectively-led effort and intended outcome(s) influence your selection of team members?

Are there leadership strengths your identified team is lacking? How might you go about recruiting or developing those strengths?