GALLUP®

HOW TO LEVERAGE:

Team Grid

KEY CONSIDERATIONS FOR YOUR TEAM

Focus on What You Have, Not What You Don't Have

To make the most of the Team Grid, individuals must first understand how they uniquely contribute to the team. By focusing on the collective talents of the team and not the blank spots on the Grid, team members can see the variety of talents that they bring to their team's success.

Use the following strategies and questions to jumpstart strengths-based team conversations:

- Spend time reviewing the Grid prior to sharing with the team. Come up with examples of how you see each team member demonstrating their unique value.

- Ensure that team members are not learning any new information about themselves through the Team Grid.

  - If you have only discussed Top 5 with a team member one-on-one, do not share a Team Grid that shows their Full 34.

  - The Team Grid should be a visual way of sharing information that people have already discussed, not a means for introducing new information.

- Have each team member share their individual talents and identify one unique contribution they bring to the team — give everyone a moment to shine!

- Challenge the team to think about the talents they have before thinking about the talents they don't have — presence trumps absence!

- Refrain from sharing your thoughts until all team members have shared.

- Explore challenges from the perspective of performance.

  - What are your team's current goals and challenges?

  - How can the team's strengths positively influence these goals and challenges?

- Ask powerful questions:

  - What does the Team Grid say about the team?

  - What is the team's most dominant domain? Least dominant domain?

  - How is the team currently maximizing their talents as a team?

  - Whom could the team leverage to attack a specific team goal or challenge?

  - Where does the team see powerful partnerships?

  - Which talents could the team lean into to help drive the team toward completing specific goals or overcoming challenges?