

A photograph of two women sitting at a wooden table, smiling and looking at business documents. The woman on the left is wearing a beige turtleneck and has dark hair. The woman on the right is wearing a striped sweater and glasses. They are surrounded by various business documents, including a 'Q4 Budget Breakdown' and a 'MONTHLY FINANCE DEVELOPMENT' report. A semi-transparent white box with text is overlaid on the image.

# From Conflict to Collaboration

Embracing Strengths in Yourself and Others

# Origins of Conflict

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- Miscommunication or misunderstandings
- Assuming another's intent
- Different personalities
- Clashing values or perspectives

# Objectives

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- Identify strengths in yourself and others
- Practice using tools to communicate your strengths with others
- Identify opportunities for collaboration among colleagues and teams



# Curiosity

Identifying yours and  
others' strengths



# The 4 E's

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- Ease

What comes to you easily?

- Excellence

What do you do to a high level of excellence?

- Energy

What brings you motivation and energy?

- Enjoyment

What do you LOVE to do?



# Communication

Sharing your needs with  
team members



# What Our Strengths Tell Us

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- Working preferences
- Communication style
- Support areas
- Tension points

# Framework: Best of Us

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- Strengths tell us a lot about ourselves
- Reflect on your 4 E's
- Share with a partner
  - You get the best of me when...
  - You get the worst of me when...
  - I need...
  - I bring...

\*The Best of Us activity is copyright material of Gallup





# Collaboration

Building strengths-based  
teams and partnerships



Reality: Strengths don't always  
show up how we want them to

# Leveraging Strengths with Others

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- Assume positive intent
- Identify where their strengths bring value
- Seek to learn
- Create partnerships that fill the gaps

# Practice!

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- Think of a time someone's behavior impeded your work
  - They get to work before you're done brainstorming
  - They ask too many questions
  - They question your plan and pick apart the flaws
  - Choose your own example!
- Discuss with a partner:
  - Why this behavior bothered you
  - How this behavior could've alluded to a strength
  - How you could leverage that strength to be better partners



# Next Steps

1. Continue building awareness of yours and others' strengths
2. Communicate with your working partners what brings out the best of you (and hear what brings out their best)
3. Use this strengths knowledge to elevate your team performance



# Thank You!

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