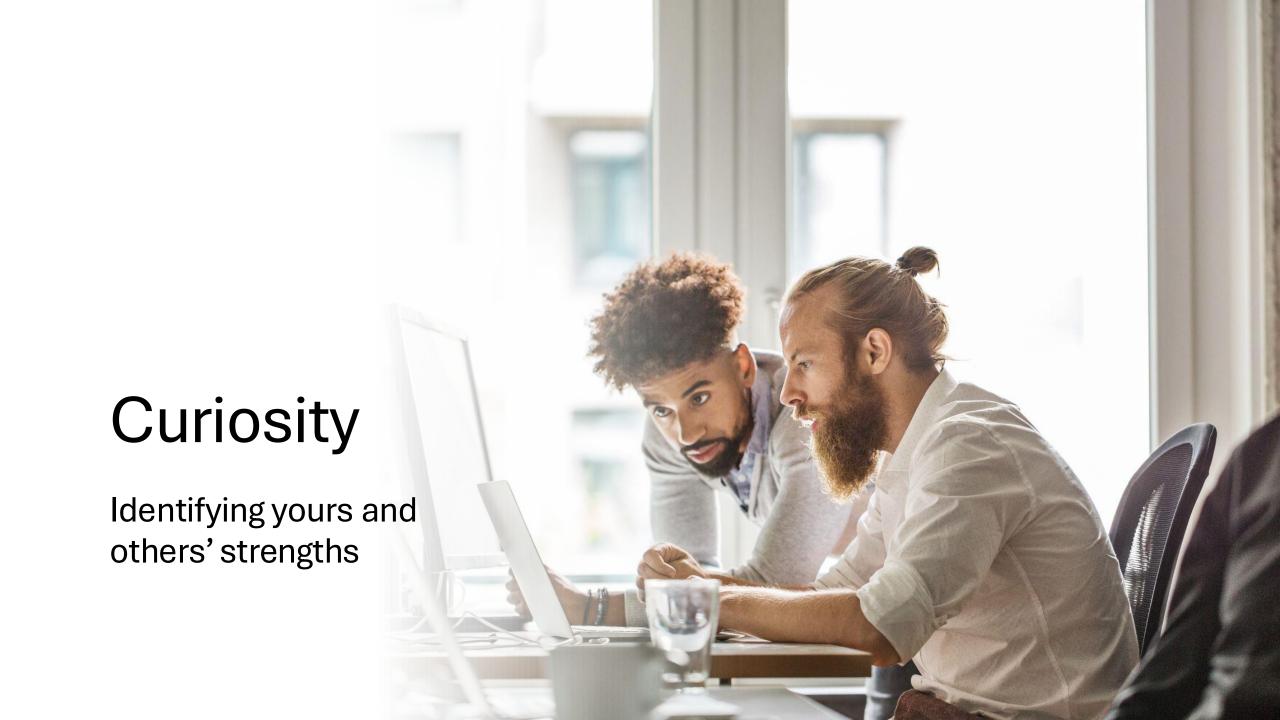


## Origins of Conflict

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

### Objectives

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



#### The 4 E's

- 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?



## What Our Strengths Tell Us

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

#### Framework: Best of Us

- 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...

<sup>\*</sup>The Best of Us activity is copyright material of Gallup





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

## Leveraging Strengths with Others

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

#### Practice!

- 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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