

Session Goal and Process

Our main objective is to create an engaged, high-functioning team where

- People just seem to “get” each other.
- Projects make real progress.
- Everyone is glad to be on the team.



My personal goals for this session:



The Team Talents™ model will inform each step of today’s process. We will

- **Uncover** each person’s talents.
- **Explore** areas of discomfort and stress.
- **Discover** how to capitalize on each team member’s strengths.



Introduction to Team Talents™

MODULE GOALS:

- Discover a model to explain the four basic talents on a team and the roles that correspond to those talents.
- Discover your own team role and your position on the Team Talents™ map

It's a Jungle

Write down key words that will help you remember each area on the Team Talents™ map.

Land of Possibilities



Land of Realities



Land of Analysis



Land of Interaction



My Team Role

Each role on a team is associated with one or more of the Team Talents™ as illustrated by this chart:

| Role | | Talent |
|----------|-----|----------------------|
| Creator | ◀ ▶ | Possibilities |
| Advancer | ◀ ▶ | Interaction |
| Refiner | ◀ ▶ | Analysis |
| Executor | ◀ ▶ | Realities |
| Flexer | ◀ ▶ | Blend of All Talents |

The different team roles are summarized below. Your most natural role is indicated by the checkmark. As you read the descriptions below, imagine group members who excel in each talent.



Creator: People who generate new ideas and fresh concepts are Creators. They prefer to live in the Land of Possibilities. Creators look for activities that are unstructured or abstract, and they thrive on innovation and unique solutions.

Advancer: Those team members who communicate new ideas and carry them forward are Advancers. They focus on the personal world of feelings and relationships that we call the Land of Interaction. Advancers manage the human component of any solution, and they enjoy whipping up enthusiasm for a project.

Refiner: Individuals who analyze a solution for flaws or revise a project systematically are Refiners. They focus on the objective world of facts or theories known as the Land of Analysis. Refiners use logic and a systematic approach to redesign a solution, and they make sure that ideas are sound before moving them to the next level.

Executor: People who deliver concrete results and seek successful implementations are Executors. They prefer to live in the Land of Realities. Executors make sure that important activities get accomplished, and they pay attention to details and the bottom line.

Flexer: Those individuals who are a combination of the other four roles are Flexers. They have an equal preference for most or all of the Team Talents. Flexers can often adapt their styles to fit the needs of the team, and they probably view issues from different perspectives.

Remember that no role is better or worse than any other. A balanced team will have all the roles and talents represented. The most effective teams have members who find the opportunities to do what they do best and give others the room to use their talents.

Exploring the Team Talents™ In Your Group

MODULE GOALS:

- Discover the talents and characteristics of your team role.
- Explore the contribution each talent brings to the team

Understanding Your Team Role

Payton, you're a Creator. This team role is not arbitrary or mysterious. Instead, it's the result of how you tend to focus your energy and attention in a group setting.

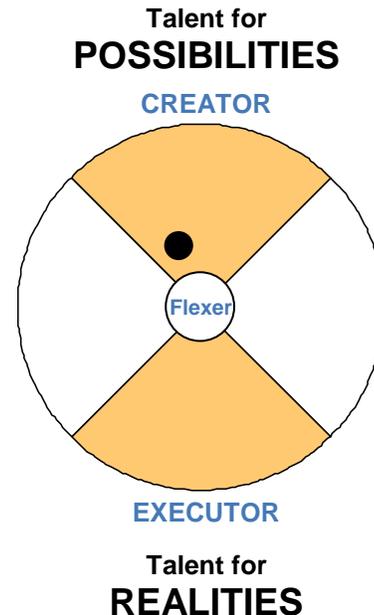
Read the information below about your team role. Personalize your feedback by putting a ✓ next to things that are like you, an X next to items that are not like you, and a ? next to things you aren't sure about.



What makes you a Creator? Like most people, your role is based on your natural tendencies to focus your attention in certain directions rather than others. As described below, there are two dimensions that we can use to measure how people focus their attention.

One dimension measures if you prefer to focus on Possibilities or Realities. Like you, people with a talent for **Possibilities** are more likely to appreciate imaginative or abstract activities. They enjoy having far-reaching discussions, hashing out a project's potential, or creating an innovative plan. On the other hand, people with a talent for **Realities** are more likely to appreciate practical or systematic activities. They prefer tackling structured projects, performing detail-oriented work, and pursuing concrete results.

You can see that Creators have a strong talent for Possibilities and Executors have a strong talent for Realities. **Your focus is shown by the dot** on the circle to the right. You are a Creator because of your strong talent for Possibilities.



Consider the areas you checkmarked. Write down examples from your experience that demonstrate how these areas have helped you succeed on a team.



Understanding Your Discomfort Zone

MODULE GOALS:

- Recognize your discomfort zones and the activities that feel unnatural to you.
- Understand that activities that don't come naturally to you may cause stress.
- Discover that everyone has a discomfort zone, although others might be challenged by different activities.

Greta's Discomfort Zone

Greta's Role: _____

Take notes on the video.

What is Greta being asked to do? What is involved with doing that?

Mark where these tasks fall on the Team Talents™ map.



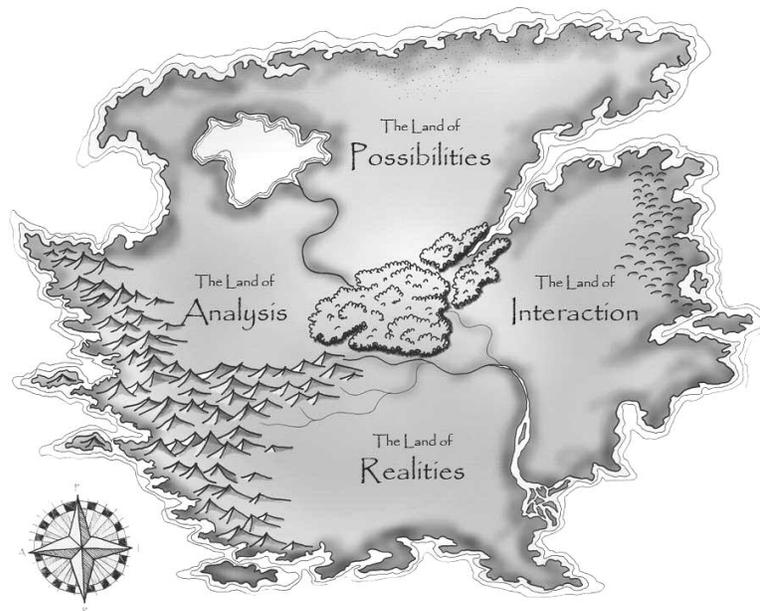
Ainsley's Discomfort Zone

Ainsley's Role: _____

Take notes on the video.

What is Ainsley being asked to do? What is involved with doing that?

Where do these tasks fall on the Team Talents™ map?



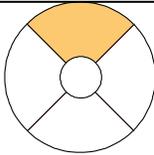
My Discomfort Zone

In all likelihood, you have some opinions about the type of tasks that you like and dislike performing. Knowing what causes you discomfort, however, can help you to make your best contribution to the group effort. Read the information below about the activities that may cause you discomfort. Personalize your feedback by putting a ✓ next to things that are like you, an X next to items that are not like you, and a ? next to things you aren't sure about.



Talent for
POSSIBILITIES

CREATOR



Although your interest in new ideas and possibilities is valuable to the team, this natural curiosity may make you restless at times. You may grow impatient or bored if new challenges or outlets for your creativity do not come quickly. You also may flit from one plan to the other, rather than seeing a project through to its successful conclusion. You may have more interest in coming up with a new idea than doing the detailed follow through necessary to make it a reality. In essence, you may spend so much time embracing the Possibilities and dwelling on theoretical issues that you neglect to push for concrete results. The outcome of this focus could be a wealth of great ideas that go nowhere.

You may find that you prefer the conceptual, abstract world of Possibilities to the more structured, restricted world of Realities. As a result, your drive for creativity may lead to impractical solutions that work well in theory, but fail to take real-world limitations and demands into account. And because you like to keep your options open, you may be reluctant to commit to a specific course of action. You may put things off until the last minute, causing trouble for yourself or others. Remember, even if rushing toward a deadline is exhilarating for you, it can be highly stressful for others.

Like many other Creators, your interest in unstructured activities could cause you to be disorganized or poorly prepared at times. You may find yourself devoting too much time on aspects of a project that are fun, but not terribly practical. In addition, you may have trouble following through on plans in a scheduled, organized way. Not only can this reduce your efficiency and productivity, but it can also frustrate those around you. Those who prefer a more organized approach to work may read this lack of structure as carelessness or disrespect for their priorities.

Because you also lean towards Analysis, you may tend to remove yourself from a situation so you can become truly absorbed in conceptual problem solving. You may be inclined to do this analyzing alone, away from distraction. As a consequence, however, you may get so absorbed in a theoretical, abstract world that you are unaware of the people around you. People who do not work with you on a regular basis may feel that you are a little distant or "hard to get to know." Further, you may find that channels of communication between you and your coworkers are not as open and clear as they could be. Your peers may feel that they are in the dark when it comes to your ideas or progress.

In summary, you probably face challenges in some of the following areas:

- Staying focused on routine work
- Adhering to a strict schedule
- Keeping track of details
- Organizing
- Doing things before the last minute
- Following through on plans
- Sticking to practical options
- Providing a stable structure for yourself and others
- Maintaining open communication with others

My Discomfort Zone is in the land of:

Ainsley's Discomfort Zone

Ainsley's Role: _____

Take notes on the video.

What is Ainsley being asked to do? What is involved with doing that?

Where do these tasks fall on the Team Talents™ map?





Thank you!

What I Want to Remember:

