



Strengths Discovery Discussion Guide

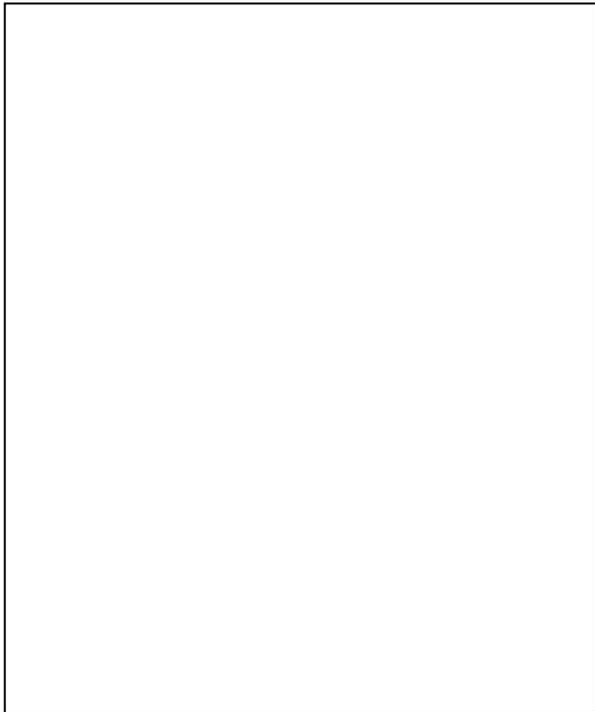
This discussion guide will help you discuss, appreciate, and apply team members' talents to their daily work.

Discussion Prompt	Manager Reflections
Learn their talents	
<p>Think of a time when you were really energized by the work you were doing – when time flew by before you knew it. What were you doing? What about it was engaging for you?</p> <div data-bbox="175 947 776 1591" style="border: 1px solid black; height: 300px; width: 100%;"></div>	<p>What are this team member's unique talents?</p> <div data-bbox="857 947 1435 1591" style="border: 1px solid black; height: 300px; width: 100%;"></div>

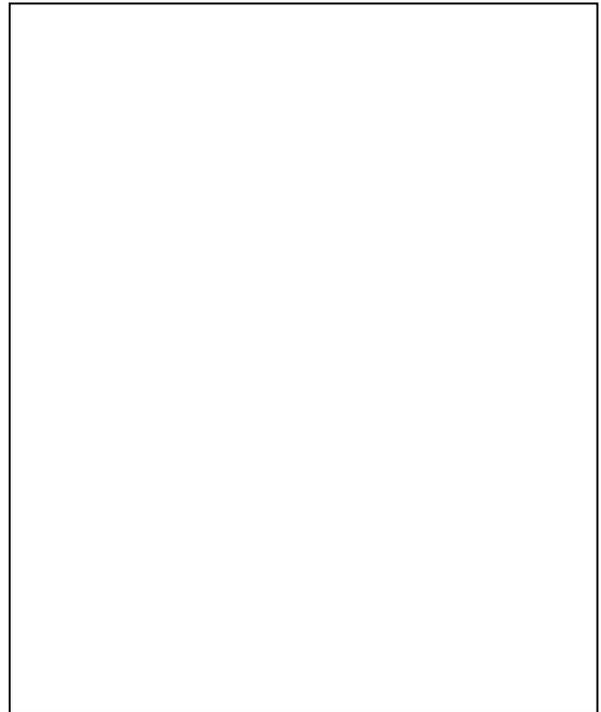
Discussion Prompt	Manager Reflections
<p data-bbox="155 201 784 268">What do you look forward to doing at work every day?</p> <div data-bbox="175 291 777 913" style="border: 1px solid black; height: 296px;"></div>	<p data-bbox="823 201 1451 268">Does this team member have the opportunity to do what they do best every day?</p> <div data-bbox="842 291 1445 913" style="border: 1px solid black; height: 296px;"></div>
<p data-bbox="155 1010 784 1041">What activities do you seem to pick up quickly?</p> <div data-bbox="175 1100 773 1829" style="border: 1px solid black; height: 347px;"></div>	<p data-bbox="823 1010 1451 1077">Does this team member's response match your observations of their talents?</p> <div data-bbox="842 1100 1451 1829" style="border: 1px solid black; height: 347px;"></div>

Align their work

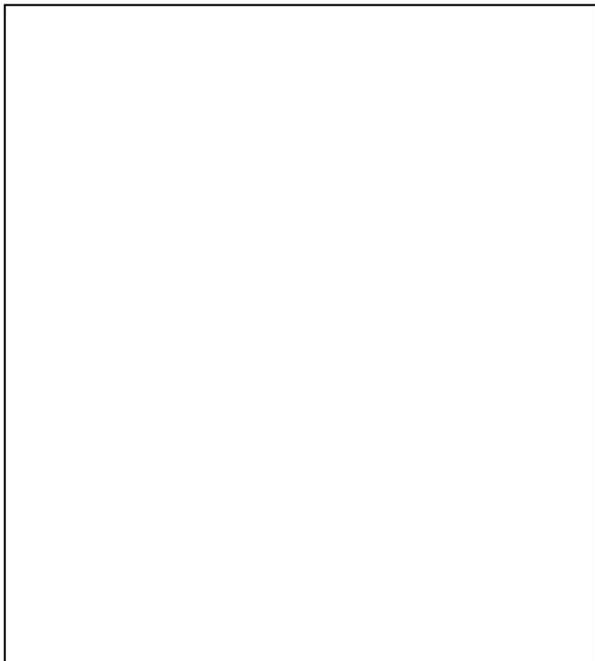
Are there activities or parts of your role you want to do more frequently?



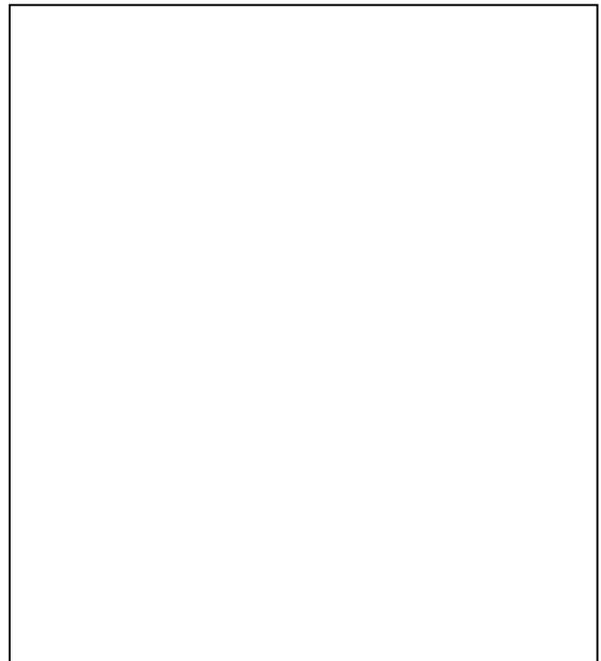
Can you adjust this team member's responsibilities to make the best use of their talents?



Do you have talents that could benefit the team if you had better opportunities to use them?

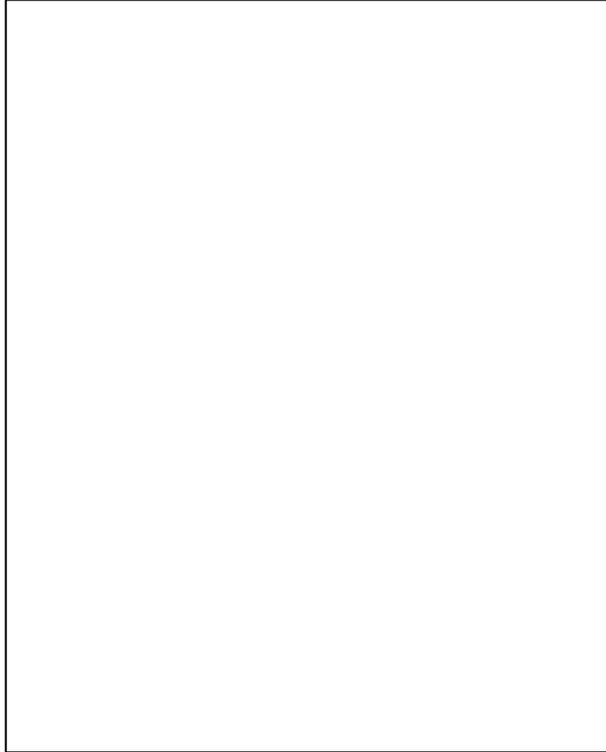


What actions can you take to help guide, support, or empower this team member?

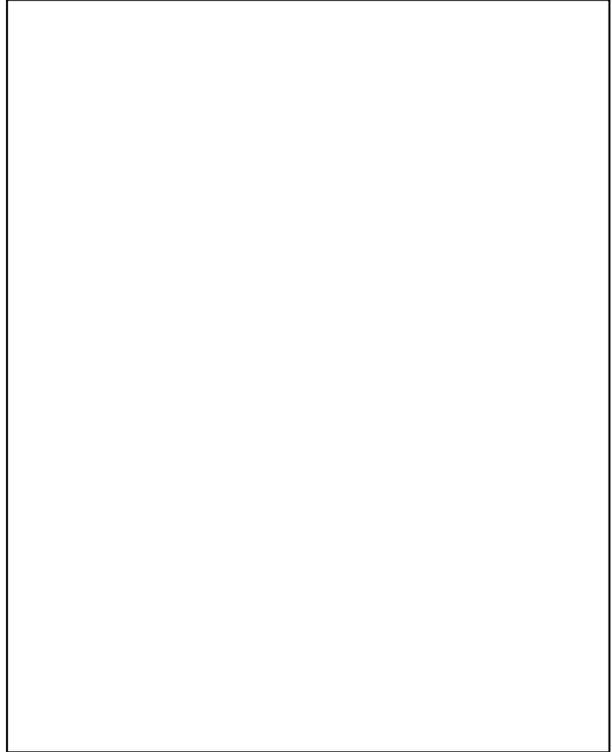


Recognize their accomplishments

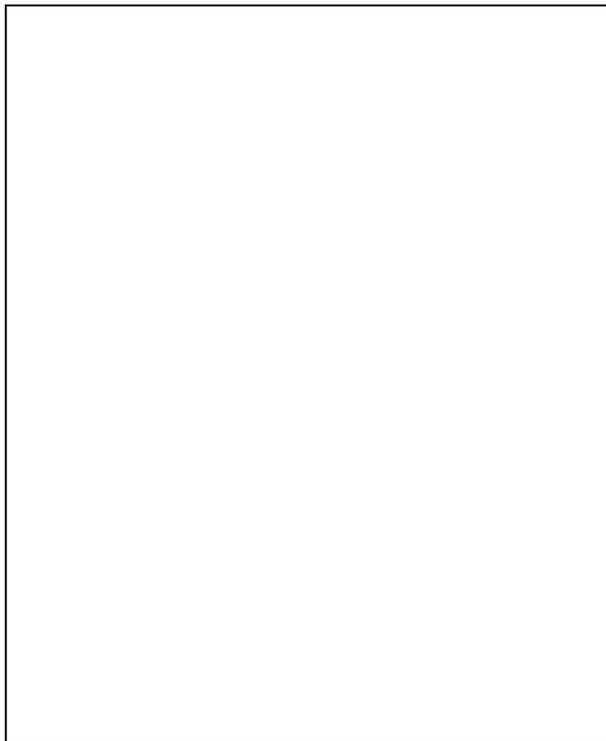
When do you feel the most pride about your work?



What motivates this team member?



When you succeed at work, how do you like to be recognized?



How does this person like to be recognized?

