



# StrengthsFinder™ programme



## Looking for an opportunity to do what you do best every day?

*“You **cannot** be anything you want to be – but you **can** be a lot more of who you already are”*

Many organisations spend millions on training budgets working on staff’s weaknesses, whereas working on staff’s strengths is demonstrably more effective in many ways. If your manager primarily focuses on your weaknesses, the chances of you being *actively disengaged* at work are 22%. If your manager primarily focuses on your strengths, the chances are only 1%. Staff that spend more time working to their strengths are healthier, more productive, more engaged, take less time off and better ambassadors of the company than staff who are not able to use their strengths. **StrengthsFinder™ 2.0** is an assessment tool that gives you, your staff and your managers the ability to understand people’s strengths, understand why staff excel in certain areas and begin to work towards having the opportunity to “do what you do best every day”.

## Programme aim & objectives

To explore the implications and applications of the **StrengthsFinder™** methodology and engage teams in selected team challenges and experiences that will:

- increase individuals’ understanding of their own strengths and the advantages of maximising the use of those strengths.

- strengthen understanding within teams of the strengths across the group and how best to access and share these.
- provide a most accessible “common language” which can be used to great advantage back in the workplace.

## Programme features

- One day programme. Ideal for group sizes of 4-12 participants. Larger groups can also be accommodated.
- Full project management of your programme, including pre-event information, materials and communication.
- Incorporates online **StrengthsFinder™ 2.0** profiling pre-event for each participants. Provision of **StrengthsFinder™ 2.0 book** and production of 20 page interpretive **StrengthsFinder™ report**
- Engaging experiential teambuilding exercises are selected to bring to life the knowledge and learning gained through **StrengthsFinder™**
- Practical implementation of quick win actions and ideas to ensure increased return on investment, as well as planting the seeds for medium and longer term actions.
- Indicative rate for programme design, delivery and follow up by Lead Facilitator – from **£187.50 plus vat per person** (based on a group size of 12). Includes all participant materials & experiential activities and additional Activity Instructor.

T-0131 333 0066  
E-events@maximillion.co.uk



## Programme benefits

- 6 Tailored and flexible package to fit your objectives, timings and group size.
- 6 Starts with the end in mind - outcome led and results orientated.
- 6 Experiential - grounding the learning more effectively back in the workplace.
- 6 Robust external validation through **StrengthsFinder™** - based on years of qualitative research as well as an objective perspective on the strengths of the individual.
- 6 Creates a common language for the group and enhances communication through positive interaction.
- 6 Offers an introduction to understanding good teamwork practice and supporting behaviours.

## How it works

### Pre-programme:

- 6 **StrengthsFinder™** on-line assessment for all participants – includes the provision of the StrengthsFinder™ 2.0 book for each participant.

### On the day:

- 6 **Morning workshop** - familiarising the group with StrengthsFinder™ themes, the implications and applications in the workplace, and the potential in a move to a Strengths-based workplace.

- 6 **Afternoon team activities** - incorporating fun activities from the Maximillion **TeamWorks In / TeamWorks Out** portfolio to bring to life the practical application of **StrengthsFinder™** themes.

### Post-programme:

- 6 **Management debrief meeting:** within three to four weeks of programme end, should this be required.
- 6 **Option to include post-programme 1:1s** with the Lead Facilitator, if required.