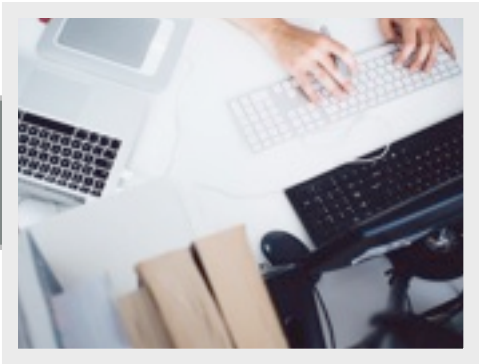


AWARENESS ACTIVITY 4: Focusing on Strengths

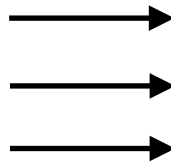


Typically, organizations and teams are faced with challenges and problems that provide a catalyst for action.

Problem-oriented statements need to be reframed and restated to emphasize opportunities for positive actions. This involves refocusing on strengths.

Deficit Based

- Fix
- Limitation
- Weakness
- Problem
- Insist
- Past
- Treat



Strength-Based

- Empower
- Possibility
- Strength
- Solution
- Invite
- Future
- Facilitate

How would you restate the following?

“Our sick time is up and employees on average are missing more time; therefore, productivity is down.”

“There is a lot of gossip happening on our team, and it is affecting motivation and morale.”

“Our team has a problem with communication which has caused some major tension.”

“We have too many different opinions on our team! It’s hard to merge so many different backgrounds.”