

LEADone

FACILITATOR GUIDE - SESSION 2: STRENGTHS

WELCOME & INTRO

LEAD COACH - 5 MINUTES

- Glad you're here!
- Hope you've taken the chance to meet one-on-one
- Today's conversation is about Strengths
- Transition: Before we talk about you, consider this question...

STRENGTHS OF LCBC

GROUP RESPONSE - 10 MINUTES

- Question: What are the strengths of LCBC? What makes LCBC unique?
- Note: Guide group conversation if necessary, engage answers.
- Transition: Now let's talk about each of our StrengthsFinder results.

STRENGTHSFINDER RESULTS

GROUP CONVERSATION - 15 MINUTES

- Questions
 - How did you react to your results?
 - Were you surprised? Excited? Disappointed?
 - What does it mean to you?
- Transition: The strengths conversation is an intriguing one, and we would benefit from more context and direction as to why it is so important. Marcus Buckingham is a leading voice in strengths-based work. He has "dedicated [himself] to understanding what makes world-class managers tick, bottling it, and sharing it with the world" (tmbcc.com). As we watch and listen, take note of the three myths he identifies, write them down, and pay attention to the truths that counter those myths.

PLAY video - The Truth About You

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RESPONSE

GUIDED DISCUSSION - 20 MINUTES

- Questions:
 - What strikes you? Share initial reactions.

Myths and Truths:

- Myth #1: As you grow older, your personality will change.
 - Where have you seen this in life?
 - What Truth counters that Myth?
- Myth #2: If you want to grow and get ahead, you must work on your weaknesses.
 - Where have you seen this in your work or education?
 - What Truth counters that Myth?
 - How did Marcus define and differentiate between Strengths and Weaknesses?
- Myth #3: The best teams have a bunch of well-rounded people playing each role equally well.
 - How do you see that playing out at work?
 - What Truth counters that Myth?
- Transition: We've talked about this as a group, but it is more important for you to process this one-on-one.

CLOSING AND NEXT STEPS

LEAD COACH - 10 MINUTES

- Encourage: This conversation should continue into our one-on-one meetings. Sort your thoughts and response through the filter that we are using to guide our conversations:
 - Personally
 - Professionally
 - Spiritually
 - In Our Church
- Take time to schedule your next one-on-one
- Remind group of next LeadOne gathering date and time
- Invite another Coach to pray, thanking God for stirring conversation, for the unique way that He has created each person in the room
- Dismiss