



The 5 C's of Strengths-Based Teams

"A strengths-based teams is an interdependent group of imperfect but talented contributors valued for their strengths, and who need one another to realise individual and team excellence." (Gallup)

Common Purpose – do we have a clear and compelling ‘why’?

- What’s our ‘why’ as a team?
- Are all team members aware of our purpose and does everyone agree on it?
- Do our team goals align with our organisation’s goals?
- Are team members using their strengths to our purpose?

Connection – how do we stay connected with one another and other parts of the organisation?

- How do we ensure that the team’s efforts connect directly to the organisation’s objectives?
- How do we connect with other teams to achieve our team’s goals?
- How do we stay connected with one another?
- How do team members use their strengths to connect with one another and others in the organisation?

Communication – what is our communication structure and style?

- How do we ensure that the right information gets to the right people?
- How do we ensure that all stakeholders are aware of progress?
- How do we keep the organisation informed?
- How do team members’ strengths enhance the team’s interactions and communication with others in the organisation?

Collaboration – how do we collaborate with people on our team and with others in the organisation?

- How do we build relationships within the team?
- How do we build relationships outside of the team?
- What powerful partnerships do we have within the team or with individuals outside of the team?
- How do team members’ strengths influence how we collaborate within the team and with others in the organisation?

Celebration – what do we celebrate, and how do we celebrate?

- How do we want others to recognise us as a team and as individuals?
- How do we determine which successes are worth of celebration?
- How do team members know when they have achieved success?
- How do we recognise effective use of individual and team strengths?