**Tool 3.6: Elements of Strengths-Based Organizations**

**Assumptions**

* Each employee has a unique set of strengths.
* Each person’s greatest capacity for growth is in the areas of their natural talent.

**Strategies to Create and Maintain a Strengths-Based Organization**

* Employees:
  + Learn their own strengths.
  + Learn the strengths of their colleagues.
  + Set weekly goals based on their strengths.
* Managers/Leaders:
  + Commit to strengths-based development.
  + Match the roles and responsibilities of each employee to their strengths.
  + Provide ongoing coaching about the connection between strengths usage and success and how to effectively calibrate strengths
  + Encourage employees to set weekly goals based on their strengths.
  + Ensure they have a quarterly meaningful strengths-focused career discussion with each employee (more on this in Chapter 4).
  + Create teams based on strengths.
* The organization is committed to:
  + Executive buy-in and support.
  + Company-wide awareness of strengths
  + Network of strengths champions
  + All HR and management processes are aligned and strengths-based.

You, as a manager, have a fair amount of control regarding the first two sections above.

* Would your employees agree to the statements in the first section?
* As an employee, what is your response?
* How would you respond to the statements in the second section?
* How could you champion a strengths-based perspective more fully?

The organizational features are less under your control.

* If your organization doesn’t incorporate these features, maybe you can influence your organization to change its culture to become more strengths-based.
* How could you advocate for these organizational features??