

## **Building on Your Team's Strengths**

This 3-hour training is designed for intact teams of 4 or more people. The session will help each team learn to identify and use its members' strengths to build group cohesion, morale, and performance. The session starts with each team member's results to the Gallup® StrengthsFinder Assessment, which will help to identify personal high performing areas – current and potential. Each team will then look at its collective strengths and gaps and will practice developing a strategy to address individual challenges that would benefit from a new approach. By building on team strengths and managing gaps strategically, this training will send teams back to the worksite feeling more empowered and aware of how to work effectively and productively.

To learn more or to schedule a team session, click on the link below to download and save and the DHR Services Request form. There is a built-in submit button on the form.

[CAPS Engagement Form: Training Services Request Form](#)

### **Please note when registering:**

- The team's supervisor/manager must be the person submitting the DHR Training Request Form.
- This supervisor/manager must have completed a CAPS-sponsored session including the Gallup StrengthsFinder assessment. This may be Supervising in State Government (SSG) or the Vermont Certified Public Manager® Program (VCPM). CAPS will administer the assessment to the rest of the members, prior to the session. CAPS will bill the department for each assessment, per the agreed upon current rate.
- The team supervisor must be a full participant in the training.
- It is preferred that all members of the team be present during the training.
- Sessions times vary but are generally 3 hours in length and can be held in the morning or afternoon.