

SESSION 1 OF 3

MACQUARIE AFI
INSPIRING TEAM PERFORMANCE

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4 A'S OF STRENGTHS



AWARENESS

(self + others)

Knowing yours and others, strengths- having a common language to describe them



ACTIVATION

(self)

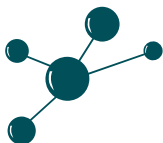
Designing opportunities to actively use strengths more often and in new ways



ACKNOWLEDGMENT

(others)

Creating opportunities to verbally acknowledge the strengths of others



ALIGNMENT

(teams + organizations)

Strategically aligning roles and work tasks to people's strengths

Why Strengths?

Two predictors of work engagement:

- Being aware of and activating your signature strengths at work every day
- Someone recognizing your top strengths daily

The 4 A's of strengths provide a roadmap for building a strength-based lens and achieving inspiration through strengths.

Also, alignment of strengths promotes job satisfaction, engagement, and meaning.

(Harzer and Ruch, 2012; Littman-Ovadia and Davidovitch, 2010; Littman-Ovadia and Steger, 2010)



The VIA Classification of 24 Character Strengths

ViaCharacter.org

WISDOM	CREATIVITY <ul style="list-style-type: none"> • Originality • Adaptive • Ingenuity 	CURIOSITY <ul style="list-style-type: none"> • Interest • Novelty-Seeking • Exploration • Openness 	JUDGMENT <ul style="list-style-type: none"> • Critical Thinking • Thinking Things Through • Open-mindedness 	LOVE OF LEARNING <ul style="list-style-type: none"> • Mastering New Skills & Topics • Systematically Adding to Knowledge 	PERSPECTIVE <ul style="list-style-type: none"> • Wisdom • Providing Wise Counsel • Taking the Big Picture View
COURAGE	BRAVERY <ul style="list-style-type: none"> • Valor • Not Shrinking from Fear • Speaking Up for What's Right 	PERSEVERANCE <ul style="list-style-type: none"> • Persistence • Industry • Finishing What One Starts 	HONESTY <ul style="list-style-type: none"> • Authenticity • Integrity 	ZEST <ul style="list-style-type: none"> • Vitality • Enthusiasm • Vigor • Energy • Feeling Alive 	
HUMANITY	LOVE <ul style="list-style-type: none"> • Both Loving and Being Loved • Valuing Close Relations with Others 	KINDNESS <ul style="list-style-type: none"> • Generosity • Nurturance • Care & Compassion • Altruism • "Niceness" 			SOCIAL INTELLIGENCE <ul style="list-style-type: none"> • Aware of the Motives/Feelings of Self/Others • Knowing what Makes Other People Tick
JUSTICE	TEAMWORK <ul style="list-style-type: none"> • Citizenship • Social Responsibility • Loyalty 			FAIRNESS <ul style="list-style-type: none"> • Just • Not Letting Feelings Bias Decisions About Others 	LEADERSHIP <ul style="list-style-type: none"> • Organizing Group Activities • Encouraging a Group to Get Things Done
TEMPERANCE		FORGIVENESS <ul style="list-style-type: none"> • Mercy • Accepting Others' Shortcomings • Giving People a Second Chance 	HUMILITY <ul style="list-style-type: none"> • Modesty • Letting One's Accomplishments Speak for Themselves 	PRUDENCE <ul style="list-style-type: none"> • Careful • Cautious • Not Taking Undue Risks 	SELF-REGULATION <ul style="list-style-type: none"> • Self-Control • Disciplined • Managing Impulses & Emotions
TRANSCENDENCE	APPRECIATION OF BEAUTY & EXCELLENCE <ul style="list-style-type: none"> • Awe • Wonder • Elevation 	GRATITUDE <ul style="list-style-type: none"> • Thankful for the Good • Expressing Thanks • Feeling Blessed 	HOPE <ul style="list-style-type: none"> • Optimism • Future-Mindedness • Future Orientation 	HUMOR <ul style="list-style-type: none"> • Playfulness • Bringing Smiles to Others • Lighthearted 	SPIRITUALITY <ul style="list-style-type: none"> • Religiousness • Faith • Purpose • Meaning



4 C'S TRUST MODEL

CHARACTER

You can trust that what I tell you is true and reliable, I am honest.



COMPETENCE

You can trust I have the ability to do my job, I will ask for help if I need it.

CARE

You can trust me to prioritize yours and the team's interests, I have your back.



COMMITMENT

You can trust me to meet the commitments I make, I keep my promises.

(Adapted from The Thin Book of Trust, Charles Feltman and The Speed of Trust, Covey)



PART 1: TRUST AUDIT



CARE

At its best: what does this look like?

At its worst: what does this look like?



COMPETENCE

At its best: what does this look like?

At its worst: what does this look like?



CHARACTER

At its best: what does this look like?

At its worst: what does this look like?



COMMITMENT

At its best: what does this look like?

At its worst: what does this look like?

Part 2: Trust Build

Identify 1-2 behaviors/processes/systems that will be key levers to build each of the trust elements.





