



InspireCorps X Macquarie AFI - Session 1 of 3

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# Inspiring Team Performance

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**In\*spire**  
**breathe in (air); inhale.**



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**POSSIBILITY**

**SPARK OF  
INSPIRATION**

**INVINCIBILITY**

**SUSTAINABLE  
INSPIRATION™**

**INTENTIONAL  
PRACTICE**



# Engines of Inspiration

## Sparked By You



**Values + Purpose**



**Achievements**



**New Perspectives**



**Activating Strengths**



**Unstructured Time**



**Movement + Presence**

## Sparked By Others



**Mentors + Heroes**



**Serving Others**



**Vulnerability**



**Belonging**



**Getting a Lift**



**Shared Mission**

## Sparked By Circumstances



**Inspiring Environments**



**Witnessing Excellence**



**Shared Group Experiences**



**Overcoming Constraints**



**Making a Difference**



**Grief, Loss, or Failure**



The background of the slide features a teal-tinted photograph of several individuals climbing a large, diamond-shaped rope net structure. The net is made of thick, dark ropes, and the climbers are seen from various angles, some reaching up and others pulling themselves up. The overall scene conveys a sense of physical challenge and teamwork.

# **VERTICAL DEVELOPMENT**

**1. Heat Experiences**

**2. Time for Reflection + New Knowledge**

**3. Community of Support**



# Our Partnership

- 3x Team Sessions
- Shift Positive 360
- Coaching



# Roadmap for Today



9:00 AM

**Introduction + Opening Reset**



10:10 AM

**Break**



10:20 AM

**Strengths + Graphic Facilitation**



12:00

**Lunch**



12:45

**Trust**



1:45

**Close & What's Ahead**







# Outcomes

- **Building new understanding and awareness around leadership for self and team**
- **Stronger sense of trust, new perspectives on each other**
- **Draft team purpose and mission; thinking about building something together**



# Group Norms

- Confidentiality
- Being Open, Sharing
- Non-judgmental Zone
- Active Listening
- **What else would you add?**



## Group Introduction

**Pull a card from the engines of inspiration deck.**

# Engines of Inspiration

## Sparked By You



Values + Purpose



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## 20 Minutes | Group Discussion

As individuals... think about the last 2 years... What has been your go-to inspiration engine to overcome and stay thriving/resilient?

- What does it look like when you are in action?
- How does it make you feel?
- What difference does it make?





# BREAK



# VIA Character Strengths



**“The most critical task of leadership is to create an alignment of strengths in ways that make a systems weaknesses irrelevant.”**

**-Peter Drucker**





# Why Strengths?

## Top predictors of work engagement and fulfillment:

- Using top strengths at work every day.
- Someone recognizing your top strengths daily.





# VIA Strengths + Virtues



## The VIA Classification of 24 Character Strengths

ViaCharacter.org

<b>WISDOM</b>	<b>CREATIVITY</b> • Originality • Adaptive • Ingenuity	<b>CURIOSITY</b> • Interest • Novelty-Seeking • Exploration • Openness	<b>JUDGMENT</b> • Critical Thinking • Thinking Things Through • Open-mindedness	<b>LOVE OF LEARNING</b> • Mastering New Skills & Topics • Systematically Adding to Knowledge	<b>PERSPECTIVE</b> • Wisdom • Providing Wise Counsel • Taking the Big Picture View
<b>COURAGE</b>	<b>BRAVERY</b> • Valor • Not Shrinking from Fear • Speaking Up for What's Right	<b>PERSEVERANCE</b> • Persistence • Industry • Finishing What One Starts	<b>HONESTY</b> • Authenticity • Integrity	<b>ZEST</b> • Vitality • Enthusiasm • Vigor • Energy • Feeling Alive	
<b>HUMANITY</b>	<b>LOVE</b> • Both Loving and Being Loved • Valuing Close Relations with Others	<b>KINDNESS</b> • Generosity • Nurturance • Care & Compassion • Altruism • "Niceness"			<b>SOCIAL INTELLIGENCE</b> • Aware of the Motives/ Feelings of Self/ Others • Knowing what Makes Other People Tick
<b>JUSTICE</b>	<b>TEAMWORK</b> • Citizenship • Social Responsibility • Loyalty			<b>FAIRNESS</b> • Just • Not Letting Feelings Bias Decisions About Others	<b>LEADERSHIP</b> • Organizing Group Activities • Encouraging a Group to Get Things Done
<b>TEMPERANCE</b>		<b>FORGIVENESS</b> • Mercy • Accepting Others' Shortcomings • Giving People a Second Chance	<b>HUMILITY</b> • Modesty • Letting One's Accomplishments Speak for Themselves	<b>PRUDENCE</b> • Careful • Cautious • Not Taking Undue Risks	<b>SELF-REGULATION</b> • Self-Control • Disciplined • Managing Impulses & Emotions
<b>TRANSCENDENCE</b>	<b>APPRECIATION OF BEAUTY &amp; EXCELLENCE</b> • Awe • Wonder • Elevation	<b>GRATITUDE</b> • Thankful for the Good • Expressing Thanks • Feeling Blessed	<b>HOPE</b> • Optimism • Future-Mindedness • Future Orientation	<b>HUMOR</b> • Playfulness • Bringing Smiles to Others • Lighthearted	<b>SPIRITUALITY</b> • Religiousness • Faith • Purpose • Meaning

# 4 A's of Strengths



**AWARENESS**

(self + others)



**ACTIVATION**

(self)



**ACKNOWLEDGEMENT**

(others)



**ALIGNMENT**

(teams + organizations)



**Macquarie AFI**  
**Top Team Character**  
**Strengths**

→ **Honesty**

→ **Humility**

→ **Appreciation of Beauty &  
Excellence**

→ **Gratitude**

→ **Kindness**



# Top Team Character Strengths



CHARACTER STRENGTHS CULTURE		
Character Strength	% Team Members	Average Raw Scores
HONESTY	80% *	4.5
HUMILITY	80% *	4.2
APPREC BEAUTY/EXCELLENCE	40%	4.2
GRATITUDE	40%	3.6
KINDNESS	40%	4.4
BRAVERY	20%	3.9
LOVE	20%	3.9
FAIRNESS	20%	4
HUMOR	20%	4
PERSEVERANCE	20%	4
JUDGMENT	20%	4.1
LEADERSHIP	20%	3.9
SELF-REGULATION	20%	3.9
SOCIAL INTELLIGENCE	20%	4
SPIRITUALITY	20%	3.4
ZEST	20%	3.7
PRUDENCE	0%	3.4
TEAMWORK	0%	4
CREATIVITY	0%	3.4
CURIOSITY	0%	3.9
FORGIVENESS	0%	3.4
HOPE	0%	3.7
LOVE OF LEARNING	0%	3.8
PERSPECTIVE	0%	3.8

A hand holding a marker is shown in the foreground, drawing on a whiteboard. The whiteboard is covered with various diagrams, including circles and lines, and some text. The background is a blurred image of a person's face, possibly a facilitator, looking at the whiteboard. The overall scene is dimly lit, with a blueish tint.

Graphic Facilitation

**What does extraordinary look like?**



**As a team, what is working and  
what do we want to work on?**





**When you are working at your best, what does it look like?**

**What's an example?**



**Now, let's imagine you are being featured as a top team at Macquarie - describe that picture.**

- What is happening?**
- What are the top 5 behaviors?**
- What are the top 5 values?**
- What are the top 5 norms (operating rules and guides)?**

**What do we need to shift?**



# Next Steps

## Homework

**Come to the next session with a draft of your team manifesto** (IC to send a team manifesto draft)

- **Get together for x2 60-minute meetings to work and refine**
- **Get feedback from Brett**

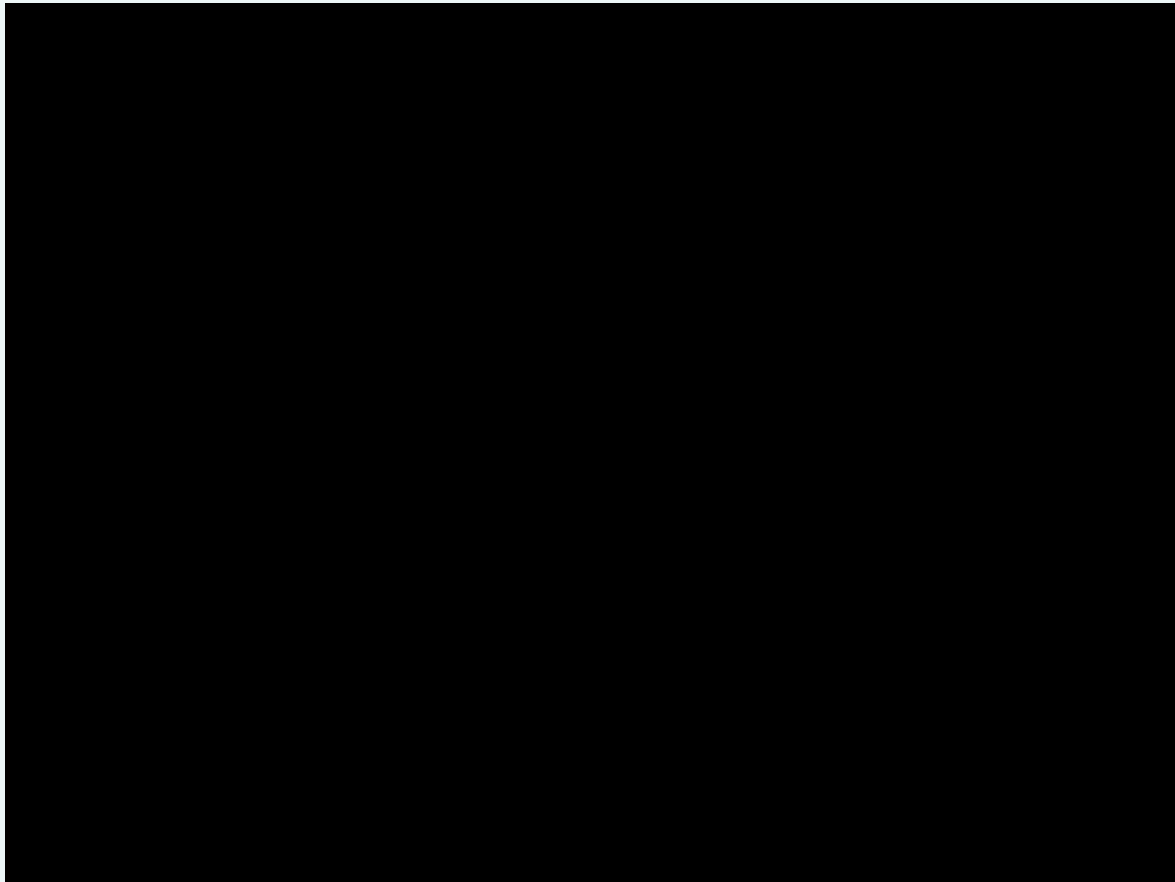


# LUNCH



# TRUST







## **The 3 Truths of Trust**

- 1. Dynamic**
- 2. Negativity Bias**
- 3. Forced vs. Chosen**





**Trust is built one marble at a time.**

**Brene Brown**

## Leader Lab

Think about a most inspiring leader...

What were the top 3 behaviors that they held?

## Group Discussion

**As a team, how can these qualities inform trust on this team?**

# 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)*

# Next Steps: Work on this for yourself post debrief

## Part 1: Trust Awareness



### 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.



### CARE



### COMPETENCE



### COMMITMENT



### CHARACTER

# NEXT STEPS

## Next Session:

- Content: Shift Positive Integration
- Determine Timing

## Homework:

- Team Manifesto (IC to send draft)
  - Get together for x2 60-minute meetings to work and refine
  - Get feedback from Brett
- Trust audit post debrief

# Survey

<https://www.surveymonkey.com/r/afi1>



# Overview Effect



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# Q&A





# Thank You!

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