

## Strengths focused strategy - how am I doing?

Check how well you are currently applying strengths focused strategy, by doing a self-assessment on each of these questions:

Creating And Implementing Strengths Focused Strategy	Scale 1-5 (1=Not at All, 5 = Fully)				
	1	2	3	4	5
1. <i>As a team/department/organisation we are all clear about what we are passionate about, can do best and can achieve great results in?</i>					
2. <i>The purpose or aim of my team/department/organisation is clear, motivating and understood by all my people and key stakeholders.</i>					
3. <i>My people and key stakeholders have been involved in creating a clear and compelling description of the future we want to create</i>					
4. <i>My people have clear expectations of the results we are aiming to achieve for each of our key stakeholders</i>					
5. <i>There is a clear plan of action in my team as to how short, medium and long term goals are to be achieved, and these play to the strengths of individuals in the team.</i>					
6. <i>My people are clear about how their day-to-day work connects to the vision of the team/department/organisation.</i>					
7. <i>Reports are given on the teams' progress to the team and to relevant stakeholders</i>					
8. <i>Stakeholders report positive outcomes and results</i>					
9. <i>My people and key stakeholders have contributed to the creation of our strategy, and they have been involved in shaping its successful implementation.</i>					
10. <i>We celebrate our successes in achieving the strategic goals.</i>					

This will have given you a clear idea of what you are currently doing well and where to build on it. There is huge value in asking your team and your stakeholders to rate the questions above from their perspective and involve them in identifying what needs to happen to score 5 on all ten of the points. This could form an interesting first session when you are beginning to think about your team's strategic direction.