

# Playing to Strengths

**Playing to Strengths** is a high-energy and engaging workshop created to enable participants to understand and explore their strengths, both individually and as a team. Using Cappfinity's scientifically-backed [Strengths Profile](#) tool, the workshop combines practical exercises, small-group and plenary discussions, facilitated by an accredited Strengths Profile practitioner. Can be tailored for leadership teams or run as a whole-team session. The session can be run as a half-day or full-day, either in-person or online.



## Example Playing to Strengths content

*(Actual content will be adapted for your specific organisational needs)*

- Prior to the session, colleagues complete a Strengths Profile online assessment and receive a comprehensive individual report
- Overview of why strengths matter, with help and advice to help them understand their personal report (N.B. can be supplemented with 1:1 debrief coaching if preferred)
- Exploring top realised and unrealised strengths, and their impact
- Strengths-spotting in self and others, and exploring why those strengths matter in this organisation
- Facilitated conversations about how best to use and combine collective strengths around key themes or moments
- Development of individual and team strengths action plans

## Typical Playing to Strengths outcomes

- Participants understand and appreciate their realised and unrealised strengths, and the impact these have in their work
- Increased agency and energy to lean into unrealised strengths more, and an action plan to do so
- Improved team understanding about collective strengths, and how different strengths can combine and complement each other
- Improved relationships and connections within the team
- Increased morale and engagement

Jess is an accredited Strengths Profile practitioner, working 1:1 and with teams. She has over 15 years' experience of leading large teams and complex organisational change across the Civil Service, education and private sectors. She is also a professional leadership coach, accredited by the International Coaching Federation, with significant experience in 1:1 and group coaching, and training and development.

To design your session, connect with Jess via:

e: [jess@jess-annison.com](mailto:jess@jess-annison.com)

l: [linkedin](#)

Or for more information, see:

w: [www.jess-annison.com](http://www.jess-annison.com)

## What are strengths?

Strengths are things we:

- ✓ do regularly,
- ✓ do well, and which
- ✓ energise us.

## People who understand and use their strengths are...

- Six times(!) more engaged
- Higher performing
- More productive
- Quicker to learn
- More self-confident
- More resilient

(Source: [Cappfinity](#))

## About Strengths Profile

- Strengths Profile is a [scientifically-backed](#) model, created by Cappfinity.

