

EXERCISE WORKSHEET

The Riches of Our Team: Sharing Strengths for Growth & Possibility

In our work lives, what if we had unlimited access to infinite resources of talent, money and time? How might we apply them? What might be possible?

That wonderland of riches may be unlikely. But what *is* likely is that we don't know *just how rich we actually are*—we don't really know all the strengths and talents of our teammates or colleagues, whether we are a 5-person workgroup, a 5000-person organization, or a virtual network of consultants who assemble as needed. And that means we're not sufficiently applying those "riches" of talents, experiences, and connections to solve current problems or create new opportunities.

This exercise can begin to change that situation. It's called "The Riches of Our Team" and it's simple. We ask ourselves and each other three questions—and we answer them in candid ways that go beyond the usual work conversation or even a sophisticated knowledge repository:

- *What do I have to offer?* What's my superpower? What do I do well that you might not yet know about? For example: Translating an abstract idea into concrete examples. Or helping a superstar know how appreciated she is. Or identifying the root cause of a long-broken process.
- *What do I need from others?* What capability, expertise or connection would solve a painful problem I'm dealing with right now? For example: Discovering an angry customer's true need. Or analyzing a year of unstructured performance data. Or rewriting Monday's presentation—*this weekend*.
- *Who do I know?* Which of my contacts might do wonders for others? For example: Is our industry's expert on technology trends my second cousin (and I could get her to come meet with us)? Do I have a former college friend who is an engineer in a sister group we're trying to partner better with? Is my next-door neighbor a PowerPoint guru who moonlights on weekends (and would love to rewrite your presentation)?

Write down the answers, share the document with everyone involved, and urge everyone to make it a living document with continual expansion, refinement, and *conversation*....

The Riches of Our Team

	What do I have?	What do I need?	Who do I know?
Jane			
Bob			
Mary			
Sam			
Julie			

...because it's those conversations that open up wonderful possibilities. This exercise is simple; it's really just uncovering another kind of marketplace of give and take. And it may seem simplistic for a team of professionals who feel very familiar with one another. But the power of the exercise lies in truly embracing one notion: I'll bet we could know each other *better*—and help each other *more*.

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503-310-5963

mike@michaelgreencommunications.com

www.michaelgreencommunications.com

