

CliftonStrengths in a Micro-Culture:

Often, in larger organisations, there are distinct micro-cultures across divisions or functions in the organisation. The very nature of work being conducted in that division (e.g. operations, manufacturing, sales, finance etc) may influence how a strengths initiative will be received, and therefore, how it should be delivered.

Who is my client, where do they work, what might they love/hate about their role?

How is my client influenced by Executing, Influencing, Relationship Building and Strategic Thinking? What might their environment be dominated by?

Regardless of working environment, everyone is likely to have relationships with their manager and/or colleagues – this alone can fill a coaching session.

- Which relationships are really excellent at the moment?
- Which relationships are struggling?
- Which themes might be used to enhance the great relationships and improve the more challenging ones?

Manufacturing environment –

where roles are dominated by routine and structure, where do Executing Themes appear in the client's pattern? How are creative themes (ideation, input, learner, strategic etc) expressed on or off the job? If the role function is all about efficiency, how might executing themes improve productivity and/or a sense of achievement on the job? How do the client's dominant themes help explain what they love most (and love least) about their job? How might they focus more on the things they love most?

Corporate environment –

potential for there to be more focus or awareness about career growth / next career opportunities; worth exploring how their dominant themes are essential to their performance in current role, while also identifying what development needs there are to secure their potential next role