

# OXYGEN

WELLNESS **BLOCK** TRAINING

*Leading From*

# YOUR STRENGTHS



## • STUDY GUIDE •

How Leading From Your Strengths Can Make A Powerful  
Difference In Your Team

**STRONGER**  
FAMILIES

# WELCOME TO THE OXYGEN WELLNESS BLOCK TRAINING

WHAT YOU CAN EXPECT FROM TODAY'S SESSION ON LEADING  
FROM YOUR STRENGTHS:

We won't solve all of your team member issues, but we will give you some helpful tools to use and resources to explore in the future.

You will walk away with a better understanding of what makes a powerful team. What are the strengths and characteristics of teams that work well together?

You will not be asked to speak about something you do not wish to talk about publicly.



# YOUR PERSONALITY STYLE EXERCISE

Take a moment and read and reflect on the four core areas below. Draw a line for each area where you believe your personality is reflected. You must draw on one or the other side of the dash line.

## SOLVING PROBLEMS

### REFLECTIVE

Values Facts. Analyzes Data.  
*"Let's weigh the pro's and con's."*

### AGGRESSIVE

Get It Done. results Oriented.  
*"Let's do this!"*

## INFLUENCING OTHERS

### FACTS

Use Reason and Logic.  
*"Show me the evidence."*

### FEELINGS

Optimistic Outlook. Values Instincts.  
*"I trust my gut on this."*

## REACTING TO CHANGE

### ACCEPT

Give me Options and Variety.  
*"I don't just like, I love change!"*

### RESIST

Predictability...Routine...Orderly.  
*"We've never done it that way before."*

## MAKING DECISIONS

### SPONTANEOUS

Impulsively Optimistic.  
*"I prefer to throw caution to the wind."*

### CAUTIOUS

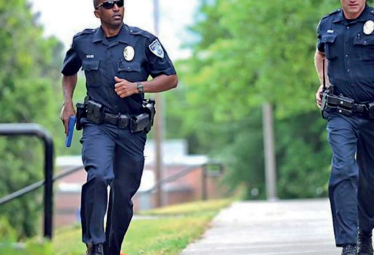
A Right and Wrong Way to do Things  
*"I need more of the plan before I can say yes."*

# PROBLEM SOLVING BREAKOUT

REFLECTIVE	STRENGTHS		
	Conservative Considerate	Low-Key Vigilant	Careful Self-Controlled
	POTENTIAL LIMITATION		
	Avoids Confrontation Slow Decision Making	Fearful Disagreeable	Withdrawn Passive
	POTENTIAL SOURCES OF CONFLICT WITH OTHERS		
	Obstacle No Creativity	Close-Minded Apathetic	Indecisive Not Motivated
AGGRESSIVE	STRENGTHS		
	Daring Self-Starter	Competitive Tenacious	Forceful Determined
	POTENTIAL LIMITATION		
	Independent Strong-Willed	Demanding Egotistical	Blunt Desires Power
	POTENTIAL SOURCES OF CONFLICT WITH OTHERS		
	Intimidating Close-Minded	Confrontational Defensive	Overpowering Take-Charge

## REFLECTIVE QUESTIONS:

1. Who on your team is naturally aggressive at problem solving?
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2. Who is naturally reflective and analytical?
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3. What's an example of your team's history when this dynamic of aggressive vs reflective personalities is confronted with a problem? How has it played out?
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# INFLUENCING OTHERS

F A C T S	<b>STRENGTHS</b>		
	Reflective Realistic	Good Listener Critical Thinker	Logical-Factual Calm
	<b>POTENTIAL LIMITATION</b>		
	Critical of Others Non Communicative	Over Analytical Facts are Facts	Intropective Skeptical
	<b>POTENTIAL SOURCES OF CONFLICT WITH OTHERS</b>		
	Pessimistic Unfriendly	Withdrawn Uncommunicative	Self Absorbed Distrusting
F E E L I N G S	<b>STRENGTHS</b>		
	Optimistic Enthusiastic	Inspiring Creative	Friendly-Outgoing Negotiates Conflict
	<b>POTENTIAL LIMITATION</b>		
	Trust Indiscriminately Initiative to Detail	Lack of Discipline Over confident	Impulsive Unrealistic
	<b>POTENTIAL SOURCES OF CONFLICT WITH OTHERS</b>		
	Unreliable Poor Listener	Overestimates Abilities Unrestrained	Overcommits Talks to Much

## REFLECTIVE QUESTIONS:

1. Are you naturally trusting of people, or are you more skeptical?  
And why?

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2. Who is naturally reflective and analytical?

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# REACTING TO CHANGE

A C C E P T	<b>STRENGTHS</b>		
	Energetic Involved	Face-Paced Flexible	Spontaneous Starter
	<b>POTENTIAL LIMITATION</b>		
R E S I S T	Impatient Loose Ends	Intense Restless	Impulsive Hurried
	<b>POTENTIAL SOURCES OF CONFLICT WITH OTHERS</b>		
	Disorganized Lack Follow-Through	Priorities Change for Change Sake	Insensitive Careless
R E S I S T	<b>STRENGTHS</b>		
	Team Player Patient	Stable Under Pressure Finisher	Logical Methodical
	<b>POTENTIAL LIMITATION</b>		
R E S I S T	Slow-Paced Inflexible	Resistant to Change Controlling	Nonviable Stoic
	<b>POTENTIAL SOURCES OF CONFLICT WITH OTHERS</b>		
	Sense of Urgency Stubborn	Apathetic No Delegation	Passively Resist Change Possessive

## REFLECTIVE QUESTIONS:

1. How do you respond to change?

2. How do your co-workers respond to change?

3. How can you reduce conflict on your team by understanding the different strengths and limitations on your team?

# MAKING DECISIONS

S P O N T A N E O U S	<b>STRENGTHS</b>		
	Bold Change Agent	Risk-Taker Self-Reliant	Enthusiastic Decisive
	<b>POTENTIAL LIMITATION</b>		
C A U T I O U S	Ignores Rules Unorganized	Impatient Controversial	Out of Control Insensitive
	<b>POTENTIAL SOURCES OF CONFLICT WITH OTHERS</b>		
	Overlooks Details Breaks Rules	Overconfident Haphazard	Unyielding Go it Alone
	<b>STRENGTHS</b>		
	Conscientious Analytical	High Standards Conservative	Enforces Rules Follows procedures
	<b>POTENTIAL LIMITATION</b>		
	Perfectionist Oppressive	Overanalyzes Paralyzes	Slow decision Making Intolerant
	<b>POTENTIAL SOURCES OF CONFLICT WITH OTHERS</b>		
	Unreliable Poor Listener	Overestimates Abilities Unrestrained	Unyielding Intimidating

## REFLECTIVE QUESTIONS:

1. How do you approach decision making?

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2. How do others on your team react to decision making?

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3. What can you and your team do to capitalize on these different strengths?

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## NOTES

DO NOT DUPLICATE



## STRONGER FAMILIES ONLINE

Stronger Families exists to provide Service Members and First Responders with helpful relationship tools for use at home and on mission. To find out more, [go to \*\*www.strongerfamilies.com\*\*](http://www.strongerfamilies.com)

## JOIN US ON SOCIAL

Find additional resources, stories and ideas on the Stronger Families Facebook or Instagram channels. Scan the QR code or go to [www.strongerfamilies.com/social](http://www.strongerfamilies.com/social) to find the latest!



## ATTEND OUR FIRST RESPONDER OXYGEN RETREAT

If you're seeking to improve and strengthen your relationship, this retreat is for you and your significant other. Our retreat covers common relationship challenges, such as:



- Personality Differences
- Communication
- Conflict Resolution
- Intimacy
- Forgiveness