

OXYGEN

WELLNESS BLOCK TRAINING SERIES



**STRONGER
FAMILIES**

“LEADING FROM YOUR STRENGTHS”

Facilitator Guide

What are your personal strengths? How can you leverage those strengths to become an essential part of your team?

Pre-Event Check List:

- Make sure everyone has a Study Guide on Leading From Your Strengths from Stronger Families
- Check your Tech: Computer, Slide Deck, Audio, Music, etc.
- Greet participants as they arrive

Script Layout:

Facilitation Insight:

Deeper ideas for the Facilitator to consider. EX “After doing this exercise, many couples will need a break from the tension. Sharing a humorous story or a time that you attempted this activity when it didn’t go as planned can be a big tension relief!”

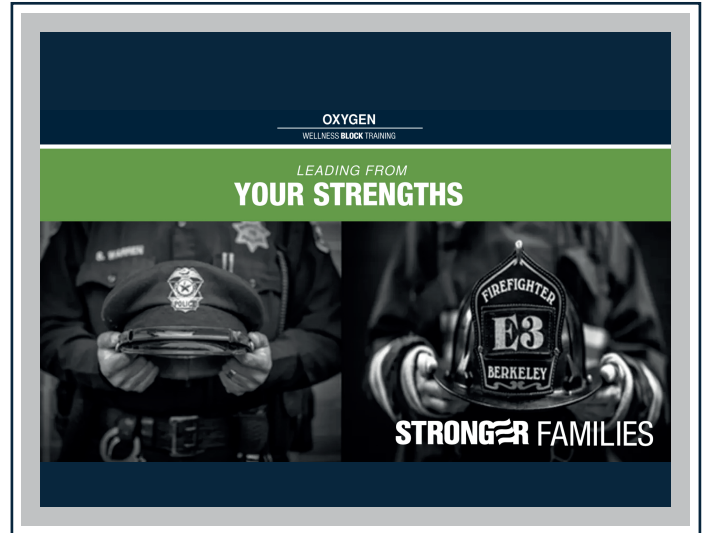
Instruction:

*Specific instructions for the Facilitator:
EX “Advance to the next slide and ask the following question”*

Script:

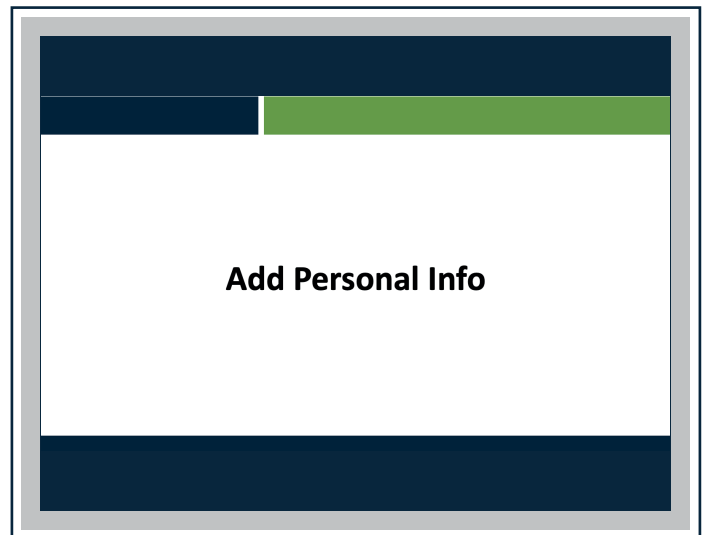
“This is language the Facilitator may consider using to make sure all essential elements of the curriculum are covered.”

Put up the Title Slide as the students are arriving. Make sure that you greet them, introduce yourself (if you don't already know them, ask about their day so far, how their shift is going, anything that will begin to form a connection.



"Welcome to today's training. We will be using the Study Guide from Stronger Families on the topic of Leading From Your strengths. For those of you who don't know, my name is _____."

Advance to your family picture slide (optional to form connection with students)



Advance to the *What Makes a Good Team?* slide

What makes an effective TEAM?

What makes a good team? This is an interesting question. I am sure that in this room we have some opinions, maybe even strong opinions, regarding the answer. What do you think?

Allow the audience to share and feel free to allow a discussion to grow amongst the audience members. You can monitor and keep things on track. Try and identify any suggestions that will relate well to what is coming through the curriculum. Themes of personalities working or not working well together, different strengths and weaknesses, blending different approaches to decision making, stress management, reacting to change, will be important ones to note

Thank you for sharing! There were some great answers shared and I think our discussion has set up well for what we will be covering in today's topic -- Leading from Your Strengths.

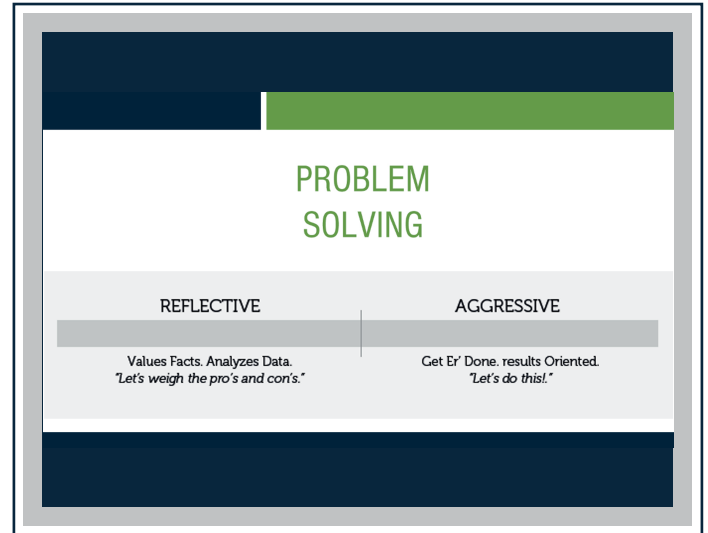
Each person in this room is uniquely equipped with a combination of traits based on their personality. Identifying and understanding how these traits impact our ability to navigate relationships on the job will make us more successful as a team member. Yet this doesn't happen overnight. This takes time. It takes practice. In this class, not only will you learn about some truly effective tools, but you will also practice them. Don't worry! We will not force you to say or do anything you are uncomfortable with; however, you will get out of this what you put into it.

In this training we will explore the 4 areas where the strength of your personality will have an impact: Solving Problems, Influencing Others, Reacting to Change, and Making Decisions. Let's get started!

This training involves a personality assessment known as the OXYGEN Profile. In a few moments, we will all be taking the assessment together which will generate a report specific to your unique personality. You will explore the various sections of your report as we progress through this program.

For some, knowing what to expect will put their mind at ease and allow them to engage with less anxiety. This is an important part of the process, don't skip it!

Advance to the Solving Problems slide



The ability to solve problems is a key indicator of a team's overall effectiveness. We are all wired differently and have different approaches to solving problems when they arise. Typically, people fall along a scale between being reflective or aggressive when confronted with problems.

Those who are on the Reflective side tend to value facts. They analyze the data and take time to evaluate all possible options and every possible outcome those options could lead to. They rarely move quickly.

Those on the Aggressive side move fast! They are results oriented and aren't always concerned with how the problem gets solved as long as it's solved! They don't want to sit around and talk about the problem when they could act instead.

Many people fall somewhere in between. Where do you think you would map on this scale?

Advance to the Influencing Others slide



We all influence the people we live and work with, in varying degrees. However, we do not all influence others using the same tactics. There are two different approaches which can cause friction if not recognized and accounted for.

On one side of the scale, you have those who rely on Facts to influence people. Reason, Logic, and hard evidence are their default tactics when trying to have an impact on people. Emotions can be a distraction and muddy the waters.

On the other end of the scale, you have people who influence others through Feelings. They are highly instinctual, emotions play an important role when engaging people, and they tend to “trust their gut”. Facts are great, but they can only move people so far!

Many people fall somewhere in between. Where do you think you would map on this scale?

Advance to the Reacting to Change slide



Change is inevitable. In a team dynamic, reacting to change as one cohesive unit can be very difficult. Most people have a natural way of responding to change that falls between the following extremes.

On one side we have those who readily and easily Accept change. They want variety. Doing the same thing each and every day is exhausting. They thrive with options and actually seek out change for the sake of change. They can sometimes waste effort and energy on the “new” when the “old” was working just fine.

On the other side we have those who naturally Resist change. They are most comfortable when they know what to expect. Routine allows them an opportunity to improve on their performance, keeps them safe from the unexpected, and makes their lives orderly. They can get stuck in “the way we’ve always done it” and miss opportunities.

Most people fall somewhere in between. Where do you think you would map on this scale?



When making big decisions, teams will rely on a leader. But each individual on the team will make decisions that contribute to and impact the team dynamic on a regular basis. When making decisions we find that people are either Spontaneous or Cautions in their approach.

Those who are Spontaneous tend to be impulsively optimistic. They rely on a strong sense that it will work out in the end. They aren't afraid to "give it a try" and "see how it works out". Spontaneous folks aren't thrown off by making mistakes. For them, making a mistake just gets them closer to finding the right course of action. If they aren't careful, those who are Spontaneous can end up exhausted from the trial-and-error approach.

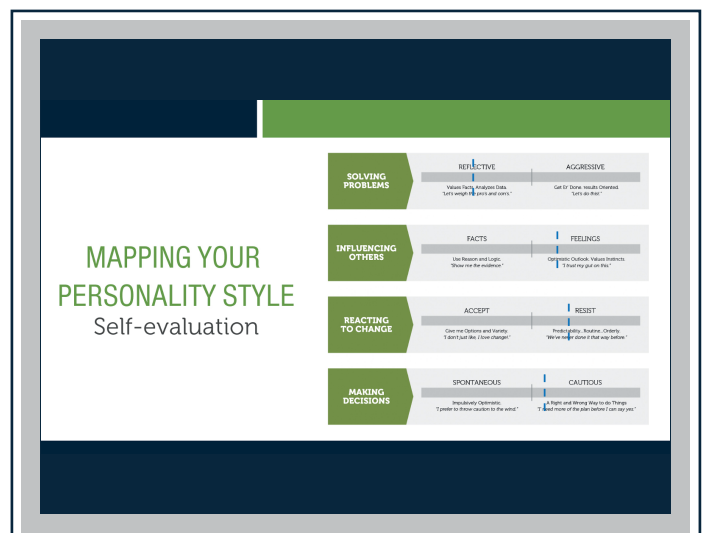
Those who are Cautious take a very different approach. They are often driven by the idea that there is a right way and a wrong way to do things and they wouldn't dream of doing it wrong! They investigate, ask questions, take measurements, whatever it takes to feel a level of certainty before making a decision and committing to a course of action.

Most people fall somewhere in between. Where do you think you would map on this scale?

Before you take this assessment and get your specific report, I want to take a minute and do a self-assessment around the four key areas where personality has an impact. Then we can compare what we think about ourselves versus what the assessment reports.

Follow along in your Study Guide on page 2 with the first key area... Solving Problems.

Give instructions to the participants to place a line indicating where they map on each of the four scales after we review them, being mindful to make sure the line is one side or the other of the midline.



Advance to the Assessment Instructions slide.
 Invite the participants to now take the OXYGEN Profile assessment.
 Make sure you have entered in your respondent link and be prepared to walk participants through the process if needed.
 Allow about 15 minutes to complete. Once completed, Allow the audience to respond and share about their report either with the whole group or their tables.

Assessment Instructions

Take the assessment by going to:

www.oxygenprofile.com

Use this respondent link:

It is important that participants do not feel as though they are being forced to identify with results they don't agree with. Your role is not to convince them. It's ok if they feel as though the assessment got it wrong. Your goal is to shift their focus to what the assessment got right! Be prepared to engage individuals who are struggling with this process. They may need some help looking past those areas they don't agree with to focus on the areas that can benefit them as they seek to grow in their self-awareness.

Sharing about your profile and how it can impact your team is a great way to make this concept come to life.

Consider a personal story based on your OXYGEN Profile.

Advance to the slide - Understanding Your Personality Profile

"We can all agree that our personalities impact how we interact with others but in what way? Well, different personality tendencies will produce different values. For some a direct, aggressive, fact-based approach is valued. For others, they would prefer a softer, more tactful approach. Let's look at the OXYGEN Compass and see if we can discover some values that may influence how we engage those we interact with throughout our day.

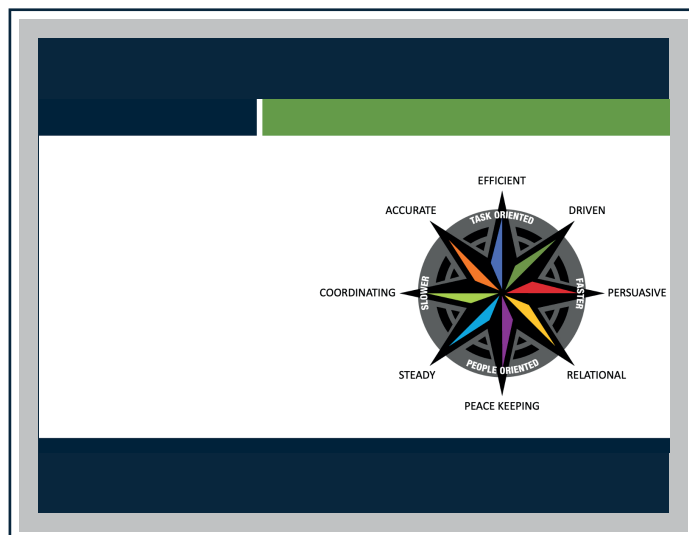
There are 2 scales at work within this compass revealing 4 personality tendencies. First, the vertical scale. At the top of the scale are the task-oriented personalities and at the bottom are the people-oriented personalities. Task-Oriented personalities will focus almost exclusively on the tasks that need to be accomplished in any given situation. The People-Oriented personalities will focus on the people and relationships in any given situation."

You can poll the audience to see who identifies with each side of the scale. A good team has variety! It is highly likely that both Task and People Oriented tendencies are at work within your group. Sharing a personal story that helps capture the balance and/or tension these tendencies create will help people lean in.

"The other scale is the horizontal scale. On the right side of the scale are the Fast personalities and the left side are Slow personalities. This is not a reference to IQ! This identifies personality tendencies when it comes to processing information and coming to a decision. The personalities on the Fast side of the scale will react quickly. They want responses quickly, they want action, they prefer a wrong decision over no decision! Those on the fast side of the scale don't mind change. They actually enjoy the process of change. The personalities on the Slow side of the scale tend to take more time in making decisions. They investigate, research, seek out 3rd party validation. They ask a lot of questions and are influenced by others' opinions but will not be rushed into forming theirs. They feel that making a wrong decision is just about the worse thing they could do.

Now it's time to get specific and see how having faster or slower tendencies and being task or people oriented shows up in your unique report. Follow the instructions on the Breakout slide and in your Study Guide to learn more about how you show up in the 4 key areas we explored earlier.

Advance to OXYGEN Compass slide



Advance to the Breakout Activity slide and have the participants follow the instructions. Allow 10 minutes to complete.

BREAKOUT ACTIVITY

Study Guide

Pages 3-6

Read through your OXYGEN Profile Assessment Report. Note how you show up when Solving Problems, Influencing Others, Reacting to Change, and Making Decisions.

Answer the questions for each area found in the Study Guide

Welcome back! I trust that this exercise has provided you with insights on how your personality shows up in these four key areas. The next step is to share these insights with others for the purpose of finding ways to blend your personality style with others to make an effective team.

Advance the slide to the Reflective Questions for Solving Problems. Divide the audience into groups of 3-5. Have participants read through the Solving Problems section of their report and prepare a response to the 2 questions on the slide and share their responses with their group. When each person in the group has been able to share, ask for volunteers to share what they discovered with the whole group.

SOLVING PROBLEMS

REFLECTIVE QUESTIONS

Question #1:
What have you learned about yourself in this category (positive or negative) that impacts your team?

Question #2:
What do you need from other members of your team in order to be successful?

Advance the slide to the Reflective Questions for Influencing Others. Have participants once again return to their groups and prepare responses to the 2 questions on the slide, this time, as it relates to the Influencing Others section of the report. Allow enough time for everyone to share and ask for volunteers to share their discoveries.

INFLUENCING OTHERS

REFLECTIVE QUESTIONS

Question #1:
What have you learned about yourself in this category (positive or negative) that impacts your team?

Question #2:
What do you need from other members of your team in order to be successful?

Advance to the slide Reflective Questions for Reacting to Change and have the participants answer the 2 questions in their breakout group and share their discoveries when finished.

REACTING TO CHANGE

REFLECTIVE QUESTIONS

Question #1:
What have you learned about yourself in this category (positive or negative) that impacts your team?

Question #2:
What do you need from other members of your team in order to be successful?

Advance the slide to the Reflective Questions for Making Decisions and facilitate the breakout session as you have for the previous 3 sections.

MAKING DECISIONS

REFLECTIVE QUESTIONS

Question #1:
What have you learned about yourself in this category (positive or negative) that impacts your team?

Question #2:
What do you need from other members of your team in order to be successful?

Advance to slide "How are you Adapting at Home and Work"

HOW ARE YOU ADAPTING AT HOME AND WORK?

	REFLECTIVE	AGGRESSIVE
SOLVING PROBLEMS	<p>Think with a long-term perspective and focus on the long-term solution.</p> <p>1 2 3 4 5 6 7 8 9 10</p>	<p>Think with a short-term perspective and focus on the immediate solution.</p> <p>1 2 3 4 5 6 7 8 9 10</p>
INFLUENCING OTHERS	<p>Think with a long-term perspective and focus on the long-term solution.</p> <p>1 2 3 4 5 6 7 8 9 10</p>	<p>Think with a short-term perspective and focus on the immediate solution.</p> <p>1 2 3 4 5 6 7 8 9 10</p>
REACTING TO CHANGES	<p>Think with a long-term perspective and focus on the long-term solution.</p> <p>1 2 3 4 5 6 7 8 9 10</p>	<p>Think with a short-term perspective and focus on the immediate solution.</p> <p>1 2 3 4 5 6 7 8 9 10</p>
MAKING DECISIONS	<p>Think with a long-term perspective and focus on the long-term solution.</p> <p>1 2 3 4 5 6 7 8 9 10</p>	<p>Think with a short-term perspective and focus on the immediate solution.</p> <p>1 2 3 4 5 6 7 8 9 10</p>

"So far, we have explored how your personality tends to respond in normal circumstances. Yet many of us are faced with responsibilities, tasks, expectations, or occurrences that are far from normal. When stressors come, our personalities will often adapt to deal with it. When our natural way of engaging isn't appreciated, isn't effective, or is otherwise not working to deal with what we are facing, we will adapt and try a new approach. Sometimes, adapting is easy. We immediately see the benefit of it and find all the motivation we need to continue to invest in this new way of showing up.

Other times adapting is difficult. Showing up in a way that doesn't come natural to us may be what the situation calls for, but it takes a lot of energy and is not sustainable.

In your report, there are several indicators of how you are having to adapt.

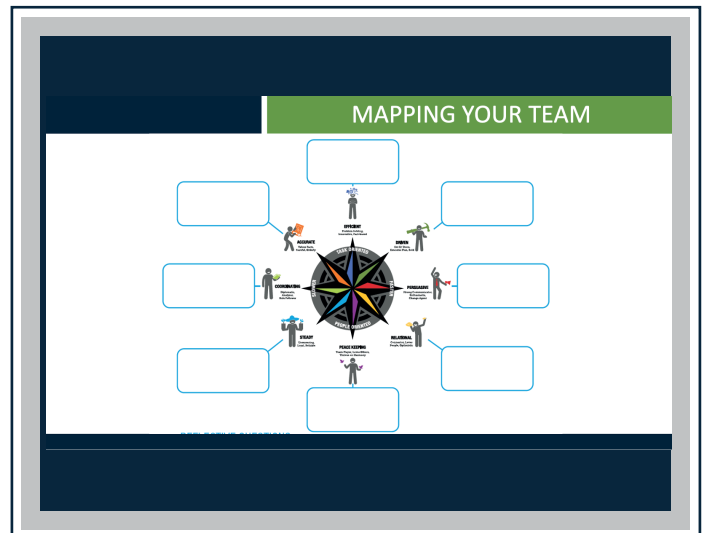
The BLUE indicates your natural way of responding and is therefore tracking no adapting in that category.

YELLOW indicates that you are feeling moderate pressure to adapt by increasing or decreasing your tendency in that area. In other words, if you are naturally Cautious when making decisions, a yellow indicator would identify that you feel the need to be more cautious or less cautious, but you are still within the Cautious parameters. This could represent a healthy change that is sustainable, or it could be the first step towards the final indicator.

If your report is showing RED, this is an area in which you are crossing from one tendency to another. Continuing with our example, if you are naturally Cautious and your report is indicating red, it means that you are feeling pressure to adapt across the midline and become Spontaneous. This is extremely difficult to sustain. It takes a tremendous amount of energy to adapt to that extreme. Investigating this area and finding ways of relieving this pressure may be a necessary next step.

Take a few minutes and explore this section of your report. Discuss your findings with your breakout group.

Advance to the Mapping Your Team slide



We have explored the powerful ways that our personalities can clearly impact those we live and work with. Yet a picture can make it even clearer. It may be helpful to get see a visual representation of how your team maps according to the OXYGEN Profile Compass. In your Study Guide, you will see a compass with empty text bubbles next to each profile just like the image on this slide. Add the people you work the most closely with OR the people you do life with, according to their profiles. Once finished, answer the following questions individually, and discuss your answers with your breakout group.

Advance to the Mapping Your Team – Reflective Questions slide. Give participants time to answer and discuss with their groups. When finished, ask the audience to share any discoveries and observations they were able to make.

Mapping your Team

REFLECTIVE QUESTIONS

Questions #1:
Is the map of your team evenly spread around the compass? What does that mean for your team dynamic?

Question #2:
What strengths are indicated by the map of your team? What is one thing that your team does very well because of that strength?

Questions #3:
What challenges are indicated by the map of your team? Provide an example of when your team has had to face that challenge.

"This concludes our training on LFYS. Thank you for your time and attention. For more resources, feel free to reach out to me personally." (include a slide in the deck with your contact info) or go to www.strongerfamilies.com