



**Conversation Guide
Q03: At work, I have the
opportunity to do what I do
best every day**

ASK YOURSELF

- Do I know what each individual enjoys most about his or her work?
- Have I noticed things that may be keeping a member of the group from being as productive as possible?
- What can I do to make it easier for each member of the group to use their strengths every day?

ASK YOUR GROUP MEMBERS

- What do you do best in your work?
- What do you enjoy most about the work you get to do every day?
- Are there things that keep or distract you from being as productive as you expect to be?
- What could I do to make it easier for you to do what you do best every day?
- How do you use your co-workers' strengths to accomplish goals?

SOME BEST PRACTICES

- Learn all you can about the strengths of each member of your group.
- Set members of your group up for success.
- Help members of your group find ways to interact and collaborate with one another.
- Celebrate the strengths of each member of the group.