

STRENGTHS · PROFILE

CASE STUDY

Communities at Work is Canberra's largest not-for-profit community organisation, working with the community to build a resilient, sustainable and socially inclusive community. It is the largest not-for-profit community organisation in the ACT region, with a proud 43-year history. They provide a wide range of high-quality early education, childcare services and community services that support positive educational outcomes, assist in alleviating hardship, enhance the quality of life and lead to positive social change. As a people-focused organisation, Communities at Work is committed to creating a sustainable future for the Canberra community.

The Challenge

The members of the Executive Leadership Team wanted to add to their professional development activities by understanding their individual strengths. The Strengths Profile would help the Executives to gain insight into how their strengths could influence their leadership style, help to understand others, enhance decisioning making, support the organisations goals, manage their teams, and support their own career planning and professional development.

The Approach

Each of the ten members of the Executive Leadership team completed Strengths Profile, followed by a personal and confidential debrief meeting with the coach. Thereafter, the Executives would determine how they would use and share their results with others.

The Outcome

The Executives reflected on how the results helped them, and what they liked about learning about their strengths.

1. My results help me to:

- Use the focus of 'what energised' when approaching my staff reviews, and to learn what energised them in their work/projects. The positive outcome is the feedback from staff, and their increased collaboration on team deliverables and their own work.
- Reflect on my unrealised strengths and look for ways in which I can develop and use these strengths more.
- Step away from noticing my weaknesses, to focus on the global outcomes which guide and challenge actions and thinking.
- Notice the strengths that I have always suspected, and people have often commented that they have seen.
- Have conversations with my team about strengths so we can reflect on our team dynamics, and enhance our already great team.
- Have a new perspective of how I work with others and how I could actively engage the strengths of others, to achieve further success.
- Take the time to look for other people's strengths and how we can enhance our collaboration.

2. What I liked:

- It provided really useful insights for both my professional and personal life.
- My Profile is spot on in so many ways and on so many levels.
- Strengths-focus is fabulous and energising.
- Strengths Profile is an extremely helpful, and provides an independent assessment tool.
- It made me smile to recognise and own my weakness, knowing I have compensating strengths.
- It revealed more strengths than I was aware of, and made me aware of what energises me.
- The focus on strengths are assets to build on, rather than weaknesses as deficits to overcome. I'm looking for ways in which I can develop and use my unrealised strengths more. It's provided really useful insights for both my professional and personal life.

"The Strengths Profile was a great way of getting a better understanding of each of the team members. It was also a great opportunity to identify your strengths and working through the profile debrief was quite insightful."

Lee Maiden, CEO, Communities at Work