



Learning Objectives:

Understand how different strengths can cause conflict between individuals on a team and how to manage that conflict.

Learn the importance of understanding others' strengths.

Description:

Learning to work together not only requires knowledge of how to apply your strengths to a team, but also how to manage potential conflict that may arise among team members. This activity takes a look at how different talent themes may cause conflict among individuals on that team and how those conflicts can be addressed.

Audience size:

Any; 1-10; 11-25; 25-50; 50+

Time required:

15 minutes

Materials:

Strengths brief definition sheet (to help define unknown talent themes).

Instructions:

Have participants pair up with each other, list out their five talent themes and discuss them in the following ways:

- How are you different?
- What could potentially cause conflict between you? How might you manage this conflict?
- In what ways are the themes complimentary to each other?
- Which theme might you help others better understand and appreciate?

Once the discussion has ended, bring it back to the larger group and discuss their management strategies.

Questions:

1. What did you see as a potential conflict?
2. How did you help each other to understand your differences?
3. What conflict management techniques did you come up with or can you think of now?

Variations:

Instead of pairing up, have the group name off some talent themes and “build” two people on the board and have them discuss the questions above as a whole group based on these two fictional people.