

The AG Collaborative Good Gossip Guide

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Discover your Strengths

Discovering the Strengths of your team is just a click or email away. Contact us through our [Strengths page](#) and we will collaborate with you in getting your team their Strengths as well as unpacking and understanding their results. This step alone can lead to powerful shifts.

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Listen to and observe your team

Once you learn the Strengths of your team, watch them work. Like a detective, look for their Strengths coming through, especially at times that do not seem obvious. To learn more about how your team relates to their Strengths, try having them answer these questions. (*Make sure your team knows their answers will be shared before they respond):

- What is your favorite Strength, and why?
- How have you seen your Strengths impact your work?
- How has learning about your Strengths impacted the way you show up in the world?
- If you had to pick your least favorite of your Strengths, which would it be?

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Share and practice Good Gossip

- Share the Top 5 Strengths results with the team and let them know the plan so everyone can keep a lookout for their teammates' Strengths.
- Schedule a meeting. A happy hour can be a fun time, but any hour chunk will work. Ahead of the meeting, have everyone answer the questions above and share them with the team.

Share and practice Good Gossip (continued)

- Good Gossip! Pick one team member at a time and have everyone share ways they see that individual's Strengths show up. Once everyone has had a chance to share about that individual, pick the next team member to gossip about until everyone has been the center of the good gossip.

*It is helpful to give the team a few minutes to reflect on the experience together before concluding..

To see this in action - check out our [team's practice!](#)

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Watch the Strengths of your team grow.

As Mary Leakey said, "You only find what you are looking for."

As your team finds the Strengths of one another, they will grow... as will collaboration, creativity, wellbeing, and productivity!

Remember to repeat Good Gossip often. It is an easy activity to tack onto regular staff meetings (ex: "For this week's staff meeting, we are going to spend the first 5-10 minutes Good Gossiping about Sharon,") or to create a quarterly rhythm. Have fun with it! You'll be surprised how much a team can rally behind this practice.

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Remember we have your back.

As your team develops and grows, you are not in this alone. Our team is here to support you along the way. Follow us and reach out anytime for more resources and programs to build team Strength.

