









# Strategies for Action

 Highest Three Subscales

 Lowest Three Subscales



<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Self-Perception</p>	<ul style="list-style-type: none"> <li>• Being able to utilize strengths at work is related to increased engagement. Have the group identify individual/team strengths and attempt to link consideration of strengths to task assignment.</li> <li>• Learn from mistakes; have the team develop action plans to rectify a particular obstacle.</li> </ul>	<ul style="list-style-type: none"> <li>• This group may benefit from defining its mission, vision, and values. Use mission setting techniques to redefine a sense of purpose. Encourage them to explore their new sense of self within this mission.</li> <li>• Have individuals work on new skills and integrate them into their group roles.</li> </ul>	<ul style="list-style-type: none"> <li>• Examine the reasons why certain decisions conjure up certain emotions with the group.</li> <li>• Have the group work on identifying the subtle cues experienced when certain emotions arise. Have them identify which emotions are helpful and under what conditions.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Self-Expression</p>	<ul style="list-style-type: none"> <li>• Continue the discussion of emotions, especially ones that are harder to express. Have the group identify triggers for "bottling" emotions; discuss how to eliminate these triggers.</li> <li>• Create a code of conduct for sharing positive emotions; show appreciation to colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>• Use visualization techniques to help the group see a successful, assertive outcome when interacting with others. How can they be direct and firm when necessary?</li> <li>• Brainstorm assertive behaviors/language that can help the group get its point across more effectively.</li> </ul>	<ul style="list-style-type: none"> <li>• Have the group choose less risky decisions to work on independently. Have them brainstorm the resources available to them to make decisions on their own.</li> <li>• Have the group describe independence within the group. Establish emotionally-independent behaviors for them to demonstrate.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Interpersonal</p>	<ul style="list-style-type: none"> <li>• Team or trust building exercises might work well with this team to foster an understanding of the importance of relationships.</li> <li>• Brainstorm ways this group can celebrate big milestones (e.g., launch of a product, birthdays, promotions) to foster improved relationships.</li> </ul>	<ul style="list-style-type: none"> <li>• This group should list stakeholders' perspectives before making a decision. Have them consider other viewpoints and implications before decisions are made.</li> <li>• Have the group brainstorm cues for major emotions to help them relate to others' emotions during meetings and conversations.</li> </ul>	<ul style="list-style-type: none"> <li>• What causes call the team to action? Are there certain initiatives that motivate better citizenship? Have the team come to a consensus on a cause they can all support.</li> <li>• Suggest they try to engage other teams in socially responsible behavior to spur collective action in the organization.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Decision Making</p>	<ul style="list-style-type: none"> <li>• Use different language (e.g., "what if"/"imagine") to anticipate possibilities/solutions.</li> <li>• Embrace a "solutions-focused" mindset by focusing on solutions, not on problems. Have the group understand the benefits of emotions, rather than seeing them as barriers.</li> </ul>	<ul style="list-style-type: none"> <li>• Teach this group the SWOT approach.</li> <li>• Have the team suspend their current beliefs. Take an issue they are dealing with and have them analyze it from at least 4 different points of view (e.g., from perspective of customers, stakeholders, the executive board, employees).</li> </ul>	<ul style="list-style-type: none"> <li>• Have the group brainstorm ways they will think before responding to a situation to arrive at the best solution.</li> <li>• Listen to what colleagues say before attempting to produce the best possible outcome. Create a "no interrupting" rule for meetings.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Stress Management</p>	<ul style="list-style-type: none"> <li>• Ensure that proper training and resources are available to deal with change.</li> <li>• Brainstorm ideas with the team to arrive at solutions to cope with new developments.</li> </ul>	<ul style="list-style-type: none"> <li>• Find a confidant at work with whom the stresses of the day can be shared.</li> <li>• Distract yourself from challenges at work by engaging in restful pursuits (e.g., walk, bike ride).</li> </ul>	<ul style="list-style-type: none"> <li>• Focus on the team's strengths (e.g., public speaking) rather than its problems/flaws. Look into techniques of positive psychology to help the team leverage strengths.</li> <li>• Ignore what cannot be changed in the environment and think about what can be changed.</li> </ul>