

Moving to “Truddles”

Focusing on Strengths, Starving Weaknesses:

The concept behind this is driven around the Capabilities Accelerators found on the back of the 4 Cores of Credibility cards, Run With Your Strengths. Each Truddle is focused on one team member.

The person of focus kicks off the session by acknowledging the opportunities where they can improve in achieving results, which can include their talents, attitudes, skills, knowledge, or style (see the front of the card). This is brief highlight of areas they seek to improve upon.

In turn, each teammate offers feedback to him/her by focusing on their strengths or what they appreciate about them as a team member. This should be a focus on the person's:

- Natural talents - what are his/her unique, strengths?
- Ability to be the BEST - What he/she can do the best?
- Contribution - Where he/she can make a unique, high-value contribution?
- Support - How can the team support him/her?

Determine which team member will be the focus at next Truddle.

Capabilities Accelerators

Building Your Capabilities

1. **Run With Your Strengths.**
Feed your strengths. What are they?
Where are your natural talents?
What can you do best? Starve your weaknesses by teaming with others who are strong where you're weak.
2. **Keep Yourself Relevant.**
Match your strengths to opportunities.
Where can you make a unique, high-value contribution?
3. **Know Where You're Going.**
Specify your distinctive contribution and keep the vision of it before you from now on.