HIGH PERFORMANCE TEAMS DIRECTLY LINKED TO “STRENGTHS BASED INQUIRY”

More and more, thinking, collaborating and learning together as teams is what defines successful organizations.

As we all know, the fundamental unit for generating knowledge, and producing results, in any enterprise is a “working team.” Teams need to process increasingly complex data and integrate the diverse thinking of team members to make decisions that balance short-term goals with the long-term sustainability of the organization. Everyone makes his or her thinking explicit and subject to public examination. The goal is to no longer win the argument, but to “achieve the most creative results”.

Results from an extensive empirical research study, *The Role of Positivity and Connectivity in the Performance of Business Teams* concluded that high performing teams consistently exhibit an effective balance of inquiry and advocacy and are highly oriented toward exploiting strengths.

Empirical Research on High Performing Business Teams

**HIGH PERFORMING**

+ 6:1 Strengths to Deficit Focus and Attention

+2:1 ratio of inquiry/discovery to advocacy

**LOW PERFORMING**

1:3 ratio: one strength for every three deficiencies

1:20 ratio: one inquiry for every twenty statements of advocacy.

*Bottom Line: Superior Teams are in the Business of Discovering & Leveraging Strengths and Learning—Everywhere, Everyday.*

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