



allstarteams

Workshop Demo
Strengths-Based Power Skills

For Team Managers Everywhere

DELIVERY OPTION: CLOUD-BASED WHITEBOARDS



A Fictional Company: Workshop Scenario

To help picture the AllStarTeams Workshop experience, we're introducing a fictitious company

**Lion Software LLC – and their core IT personnel – Team Lion
Welcome to their Journey of Self-Discovery!**

Visualize: The scenario illustrates how the Workshop enhances individual and team development in a real-world context.

Specify: The scenario includes realistic personas, with rich backstories, showcasing their professional challenges and growth goals.

Simplify: The scenario unpacks the multi-layered Workshop process; from self- assessment to team practice and organizational development.

A Real Market

- Zoo management software is becoming an integral part of a growing global ecosystem, with the market expected to expand significantly by 2030.
- Accredited zoos attract over 200 million visitors each year. In 2018, AZA- accredited U.S. zoos contributed \$22.5 billion to the economy.
- Using software can enhance both efficiency and revenue, as demonstrated by Cincinnati Zoo's \$350,000 revenue increase.



Lion Software LLC

Revenue: \$25-30M annually

Clients: Over 100 global zoos and aquariums (e.g., like Cincinnati Zoo, Shedd Aquarium)

Employees: 250

Product: Zoo management software that enhances animal care and visitor engagement

Client Impact: 15-20% operational efficiency boost and increased revenue

Growth: 15% projected revenue increase by 2030

Headquarters: San Diego, California

Ownership: Privately held by founder-led management team



Team Lion

Team Lion faces new challenges in communication and collaboration due to:

- > **Increased Complexity:** As the company grows, higher project demands strain communication.
- > **New Strategic Shifts:** Expanding into new markets requires team adaptation, creating misalignment.
- > **External Pressures:** Growing client expectations are adding new stress points for the team.



Sam Humphries,
VP IT



Maria Garcia,
HR Director



Jose Tembe,
IT Manager



Aliyah Amin,
Admin Support

Sam Humphries

– VP of IT

Sam Humphries is a seasoned IT professional with a unique blend of technical and managerial expertise, perfectly suited for her role as VP of IT at Lion Software LLC. Originally from South Africa, Sam moved to the U.S. as a child, where she cultivated a passion for animals and technology. Starting her career in veterinary studies, she transitioned to IT project management, a move that allowed her to marry her love for animals with her technical acumen. Sam's deep understanding of zoo operations and her drive to create impactful software solutions make her a credible leader in this specialized industry.

As a single parent to two active teenagers, Sam is adept at balancing a demanding career with family responsibilities. She is highly involved in her children's sports activities, demonstrating her ability to manage both personal and professional commitments effectively. Sam aspires to advance into higher management while staying connected to the industry she loves.



Maria Garcia – HR Director

Maria Garcia, with over a decade of experience at Lion Software LLC, is the backbone of the company's human resources operations. Her expertise in organizational development and talent management has been pivotal in building a strong and cohesive team. Maria's empathetic leadership style and dedication to fostering a positive workplace culture align seamlessly with the company's mission, making her a vital part of the organization's success.

A native of Texas and a mother of three, Maria is deeply committed to both her family and her community. She spends her free time volunteering at local animal shelters, reflecting her passion for both people and animals. This personal connection to the company's values enhances her role in aligning HR strategies with Lion Software LLC's goals.



Aliyah Amin – Admin Coordinator

Aliyah Amin, the youngest member of the core team, brings fresh energy and exceptional organizational skills to her role as Admin Coordinator. With a background in business administration, Aliyah is responsible for ensuring the smooth day-to-day operations of the IT department. Her keen eye for detail and proactive approach make her an essential support system for the entire team.

Originally from Chicago, Aliyah enjoys exploring new cuisines and traveling in her free time. She is passionate about environmental conservation, a value that aligns closely with Lion Software LLC's mission. Aliyah's role, though behind the scenes, is crucial to the team's overall efficiency and success.



Jose Tembe.

IT Director

Jose Tembe is a tech-savvy IT Manager who leads the technical team at Lion Software LLC. Originally from Mozambique, Jose moved to the U.S. to pursue his degree in computer science. His innovative approach to software development and strong project management skills have made him a key asset to the company. Jose's passion for using technology to improve zoo operations and animal care perfectly complements the company's mission.

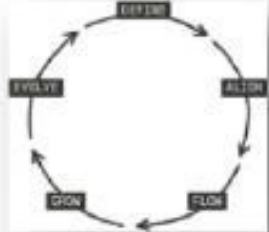
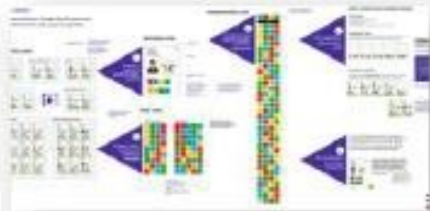
Outside of work, Jose is an avid gamer and a coding enthusiast. He also actively advocates for diversity in the tech industry, mentoring young professionals in his community. His international background and commitment to innovation and problem-solving make him an indispensable member of the team.



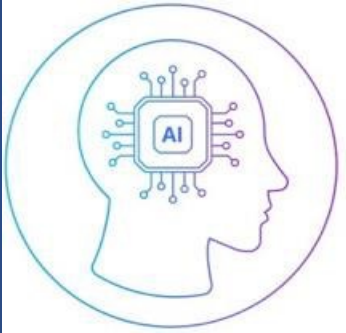
AllStarTeams System Overview



2



AI Continuity Baseline

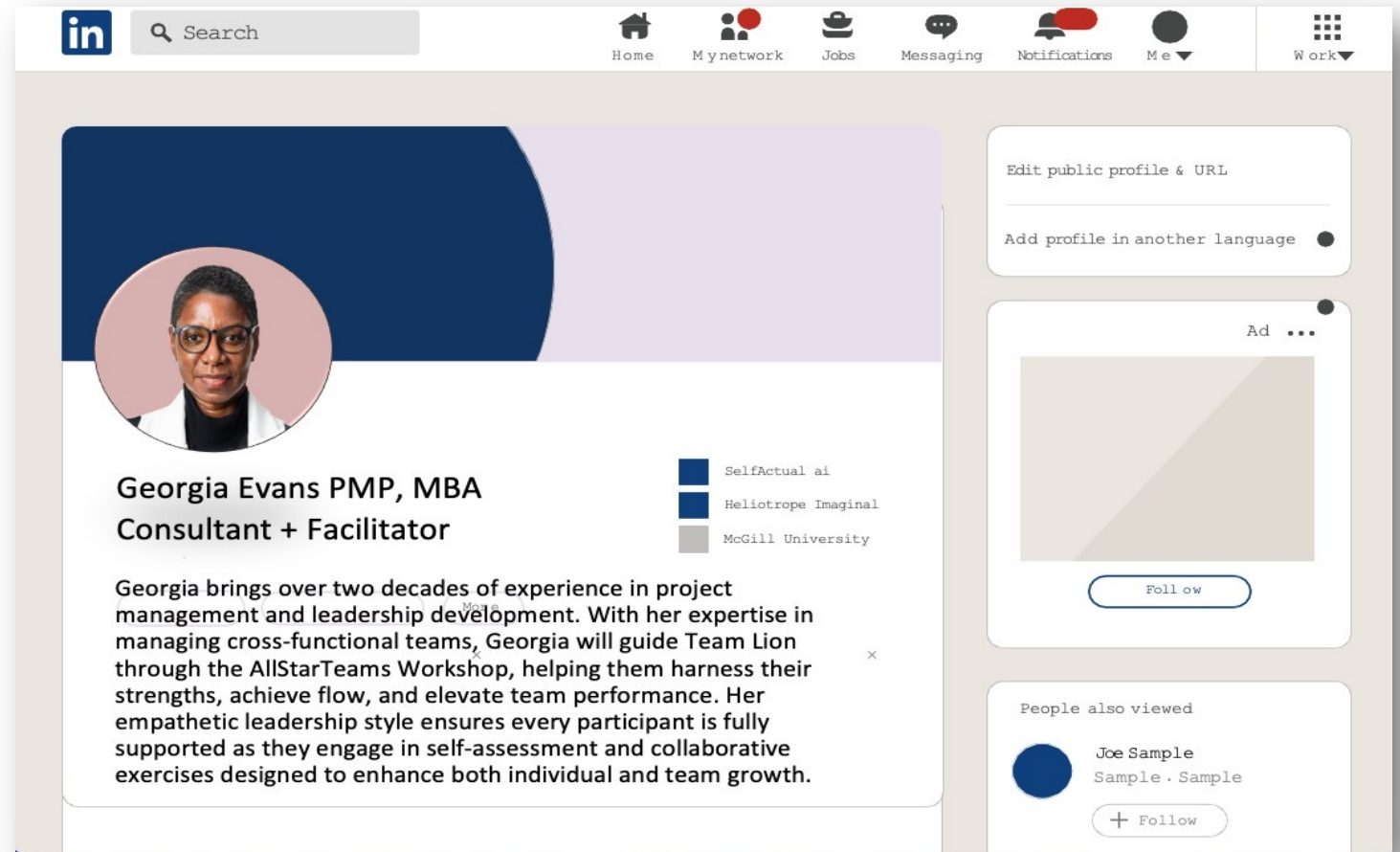


The workshop uses AI to help participants uncover their unique stories and enhance self-directed agency. It generates curated self-reports that are both practical and future-focused, integrating the layered exercises completed individually and as a team.

Meet Team Facilitator

Georgia Evens, PMP, MBA is a seasoned consultant and coach, has been engaged by Maria Garcia to work with Team Lion.

Maria has worked with Georgia in the past and was highly impressed.



Workshop Module I: Foundations - 3 hours

Team members meet their Facilitator - Georgia Evans PMP, MBA

- Review Workshop Process and Goals.
- Participants complete
Self-Assessment
PowerPoint Deck Exercises
- Team starts and ends together
- Georgia is online in support throughout



Workshop Delivery via Cloud-Based Whiteboards

The image displays a cloud-based whiteboard interface for a workshop. It is divided into two main sections: **WORKSHOP MODULE I** and **WORKSHOP MODULE II**.

WORKSHOP MODULE I features a central area with several slides and diagrams. On the left, there is a vertical sidebar with a slide titled "ORIENTATION" and another titled "Individual Onboarding". The main workspace contains multiple slides with text, bullet points, and colorful diagrams, including a large grid of colored squares and various flowcharts.

WORKSHOP MODULE II shows a similar layout with a central workspace and a sidebar on the left. The slides include:

- Welcome to Your Team Board!**: A slide with a purple background and the "dixite brains" logo.
- Our Team of Stars**: A slide featuring a grid of colored squares and icons representing team members.
- Our Strengths and Pivots**: A slide with a grid of colored squares and text describing team strengths.
- Our Team Vision**: A slide with a grid of colored squares and a central image of a team.
- Our Purpose**: A slide with a grid of colored squares and text defining the team's purpose.
- Challenges and Opportunities**: A slide with a grid of colored squares and a central diagram showing a cycle of challenges and opportunities.
- Team Reflection and Reaction**: A slide with a grid of colored squares and text for team reflection.

The interface includes a "dixite brains" logo in the top left corner of each module's workspace. The overall design is clean and professional, using a color palette of purple, blue, green, and yellow.

Meet Our Persona Guide

Jose Tembe –
IT Manager



Completes Workshop Platform Onboarding

1. Name, Role, Company, Photo

2. Complete Self-Assessment

○ Generate Star Report

○ Generate Star Card

3. Access Whiteboard Exercises

The screenshot shows the 'allstarteams' onboarding dashboard for user Jose Tembe. The page is titled 'Hi, Jose!' and indicates 100% completion. A progress bar shows four steps: 'Complete your profile' (checked), 'Complete your Star Assessment' (checked), 'Review your Star Report' (checked), and 'Your Whiteboard Start Point' (unchecked). Below this is a section for 'Accessing Your Whiteboard' with instructions and a 'Launch My Whiteboard' button. On the right, the 'Your Star Card' section shows a profile for Jose Tembe (IT Manager, Lion Software LLC) and an 'IMAGINATION' chart with four categories: Strengths (35.2, 26, 24.4, 14.4) and Flow. A 'Download Star Card' button is present. At the bottom right, the 'Meet your Facilitator' section shows Howard Bennett Esbin.

allstarteams Jose Tembe

Hi, Jose!

Use these four steps to track your progress.

100%

- Complete your profile ✓ +
- Complete your Star Assessment ✓ +
- Review your Star Report ✓ +
- Your Whiteboard Start Point -

Accessing Your Whiteboard

Before you continue on to your whiteboard, you need to have the following 2 assets downloaded to your computer:

- Your **Star Report PDF**: There is a download button at the bottom of your report. Click on the previous step to access your Report if you haven't already downloaded it.
- Your **Star Card**: You can download it using the **Download Star Card** button just below your Star Card (located on the right side of this page).

Once you have both files downloaded, click on the **Launch My Whiteboard** button below to continue on to whiteboard.

Launch My Whiteboard

Your Star Card

Complete the activities on this page to build your Star Card. Once you've finished, download your Star Card for use in the whiteboard activities.

Jose Tembe
IT Manager, Lion Software LLC

IMAGINATION

	1	2	3	4
Strengths	35.2	26	24.4	14.4
Flow				

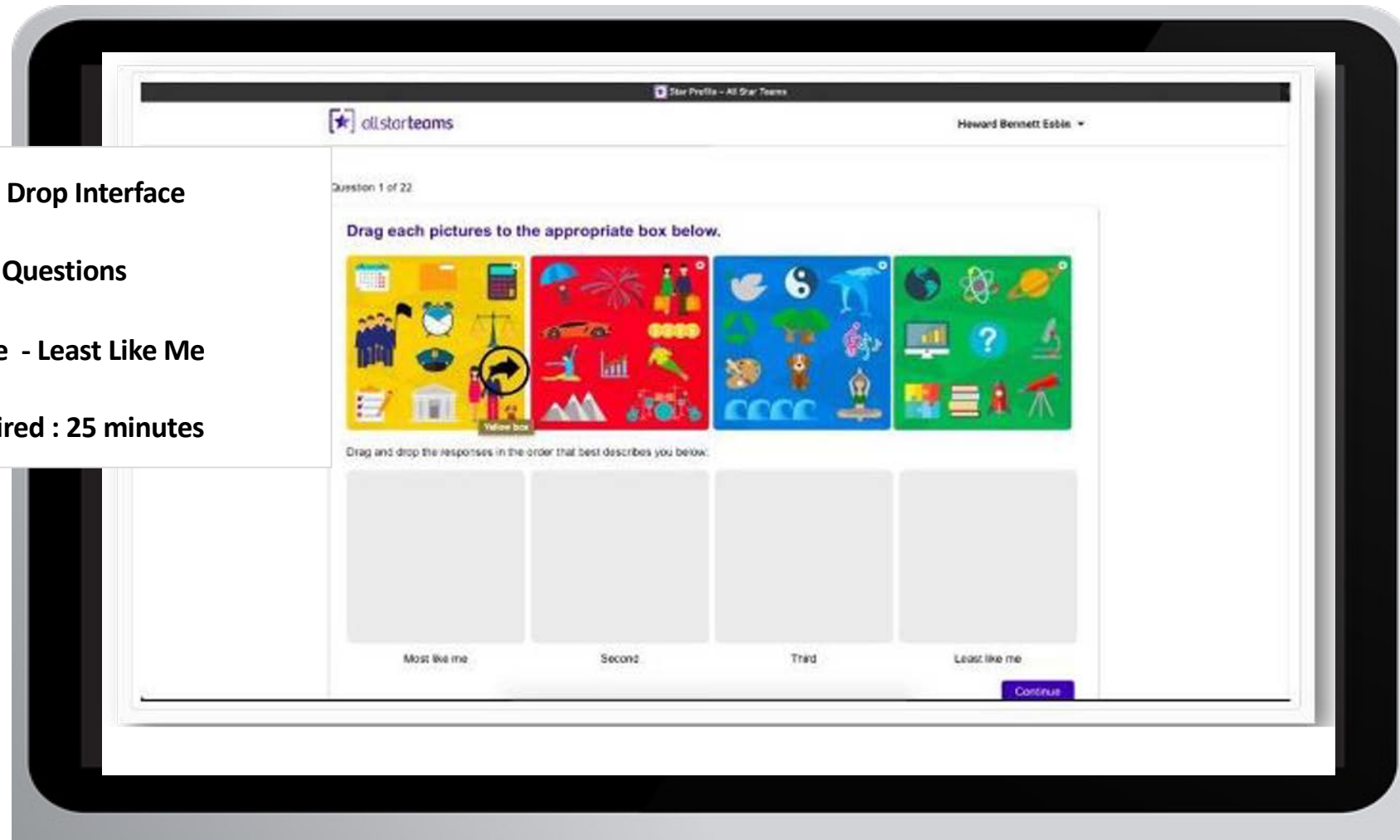
Download Star Card

Meet your Facilitator

Howard Bennett Esbin

Complete Strengths-Based Self-Assessment

- Drag and Drop Interface
- Scenario Questions
- Most Like - Least Like Me
- Tie Required : 25 minutes



Access Your Whiteboard Exercises

1 Welcome to Your Whiteboard!

Purpose: This exercise is designed to help you understand your strengths, values, what you uniquely bring to the team, what you value in others, and what you are motivated about professionally.

Directions: Respond to the prompts below.

1. My Whiteboard

Have your Star Report Ready to Help Complete This Whiteboard

Getting Started with MURAL Whiteboarding

[Click this link to learn more about MURAL Whiteboarding.](#)

2 Reflect On Your Strengths

Purpose: Reflect on your strengths, values, what you uniquely bring to the team, what you value in others, and what you are motivated about professionally.

Directions: Respond to the prompts below.

How did you feel about this strength?

How can others use this strength?

How can you use this strength?

What is your future strength?

What is your current strength?

What is your past strength?

What is your future strength?

What is your current strength?

What is your past strength?

3 Find Your Flow

Purpose: This exercise is designed to help you find your flow state both personal and professional opportunities.

Directions: Reflect on the section on flow in your Star Report and the conceptual stages of flow below to answer the following questions.

What are common times during your day you feel stressed or overwhelmed?

STAR CARD: What is your Flow State?

How can you create the personality characteristics of flow in your workday?

How do you know when you are in flow?

4 Rounding Out

PURPOSE: This exercise asks you to consider what areas need extra attention to achieve your professional/professional goals.

DIRECTIONS: Review the following questions in the space below. Select the strengths you chose on it in your whiteboard when working with stress, and review it flow what particular thoughts and attitudes they need special attention heading toward to achieve your goals? The Areas Needing Attention/Remediation Under Review in your Star Report may help answer this question.

EXAMPLE: To reach 100% functional health more effectively, you plan to increase your frequency and reduce frequency of taking a course on emotional communication techniques and understanding in the community support system.

Attributes Cloud

5 Your Future Self

Purpose: Express an aspirational view of your future self as a written vision statement. A vision statement is an aspirational, motivational statement of what an individual or organization aims to achieve in the long term. It provides a clear guide to planning, control and future success of action.

Directions: Write your answers to the following prompts and then complete your vision statement below to craft your own vision statement.

Vision Statement Inspiration

When do you see yourself in 5, 10, 20 years?

What does your life look like when optimized for flow?

Where will your strengths take you? And your team?

When you picture a happy retirement, what have you achieved?

Your Vision Statement

6 Picture Your Vision

Purpose: Express an aspirational view of your future self as a graphical Vision Collage.

Vision Collage:

- Choose words for each strength meaningful to you.
- Choose from the menu on the left hand side of the whiteboard to add images, or draw. The images will appear on the right hand side of the whiteboard.
- Match up your words and images to create a unique vision collage. (moving or repositioning is fine)

Vision Collage Inspiration

Your Vision Collage

7 Lessons Learned

PURPOSE: Reflect on what you may have learned about yourself, as a person and as a professional, in the previous exercises.

Directions: Reflect on what you may have learned about yourself, as a person and as a professional. This is a helpful way to build out and complete these exercises.

What is something unique about you that you appreciate?

How do you better understand your strengths, especially imagination?

What is your personal and professional flow state?

What strengths or values help maximize you well and create team flow?

What does your future pathway to flow and imagination look like for you?

What personal values are reflected in your vision statement?

Any final notes for yourself?

8 Next Steps: Your Team Workshop

This and your teammates will be working together with your individual Star Cards when you meet with your team.

Project Manager Review Guide

Along with your Star Report and Star Card, keep this following guide handy to ensure yourself of how your strengths influence your team's success.

Attributes Cloud

Kudos on Your Stellar Work!

[Click this link to download!](#)

1 Welcome to Your Whiteboard!

Your whiteboard is your first stop in your AllStarTeams digital whiteboarding journey and will help prepare you for your upcoming facilitated team workshop.



- It is a self-paced space for self-reflection with exercises designed to help you clearly express:
- what makes you unique
 - your **strengths**, especially **imagination**
 - your professional **flow state**
 - your **future pathways**

Have your Star Report Ready to Help Complete This Whiteboard

Your **Star Report** is an important artifact as you continue on your AllStarTeams journey. Before starting the exercises on this whiteboard, make sure you have it readily available in a different tab or printed out. If necessary, re-download your Star Report > Review Your Star Report > and there is a download button at the bottom of the report.

Getting Started with MURAL Whiteboarding

Whiteboarding is a skill that improves rapidly with practice. Hundreds of millions of people like you use digital whiteboards daily for work. If you'd like more knowledge and practice before continuing, please visit this Getting Started resource provided by MURAL:

<https://learning.mural.co/courses/getting-started>

(Zoom in to the very small button in the bottom right corner of this text area, or simply Google search "MURAL Getting Started Quickly")

What is Imagination?

Imagination, our fifth strength, is a bit more elusive than thinking, planning, acting, and feeling.

This cognitive faculty enables us to form images and ideas in our minds, especially things never seen or experienced directly. It is key to creating mental images, ideas, and concepts that aren't necessarily based on reality. It is the spark to creativity, problem-solving, and innovation. **In essence, imagination is your minds playground!**



Click this tiny button to open links, documents, and images in MURAL



Self-Awareness for Professional Growth

Self-awareness is understanding your purpose, strengths, values, and boundaries to reach full potential, foster growth, align actions, and support continuous development.



Every individual is whole, unique, and multidimensional with diverse strengths, known and hidden, as illustrated by our contemporary take on Da Vinci's classic illustration.

Use Your Imagination

Each exercise is an opportunity to express yourself in your own words, and images with *imagination*.

*Imagination, our **fifth strength**, is a bit more elusive than **thinking, planning, acting, and feeling.***



Imagination



Feeling



Planning



Acting



Thinking

The Research



This cognitive faculty enables us to form images and ideas in our minds, especially things never seen or experienced directly.

It is key to creating mental images, ideas, and concepts that aren't necessarily based on reality. It is the spark to creativity, problem-solving, and innovation.

2 Reflect On Your Strengths

Purpose

Express in your own words on how you see yourself, your strengths, values, what you uniquely bring to the team, what you value in others, and what you are enthused about professionally.

Directions

Respond to the prompts below.

How and when I use my 1st strength

I use my Feeling strength when leading team meetings, ensuring that every member feels heard and valued. This strength comes into play when I mediate conflicts and work towards harmonious team dynamics.

How and when I use my 2nd strength

My Acting strength shines during high-pressure situations where quick decision-making and immediate action are required. I use this strength when taking the lead on urgent tasks or when innovation and swift execution are needed to stay ahead in a project.

How and when I use my 3rd strength

I leverage my Thinking strength when designing complex systems or troubleshooting intricate problems. This strength allows me to approach challenges analytically and develop well-thought-out solutions that address both the immediate and long-term needs of the project.

Reflect on your Flow Strengths

My flow state is often achieved when I'm deeply engaged in solving technical challenges or coding. I thrive when I can balance collaborative work with time for focused, uninterrupted coding sessions. My ability to stay energized and motivated by hands-on, dynamic tasks helps me maintain a state of flow.

Why I value my top strengths

I value my Feeling strength because it helps me create a supportive and inclusive environment where everyone can thrive. My Acting strength is crucial for driving projects forward and maintaining momentum, while my Thinking strength ensures that my actions are grounded in logic and strategy. Planning, though not my primary strength, provides the structure needed to achieve success.

Reflect on your Stress Coping Strengths

Under stress, I rely on my ability to stay grounded and focus on meaningful connections. I cope by seeking support from my team and using my creative problem-solving skills to navigate challenges. Being action-oriented helps me take immediate steps to address stressors before they escalate.

Three complementary strengths I value in others

Strategic Thinking - I value team members who can provide a clear vision and long-term strategy.
Empathy - I appreciate those who can understand and support the emotional needs of the team.
Organizational Skills - I admire individuals who excel in organizing tasks and keeping projects on track.

Current or future projects I'm really enthused about

I'm particularly excited about leading a project that integrates AI to optimize zoo management systems, improving both animal care and visitor experiences. This project aligns with my passion for technology and my desire to contribute positively to the environment.

What I uniquely bring to the team

I bring a deep sense of empathy and a collaborative spirit to the team. My ability to connect with others on a personal level ensures that projects are completed with a focus on both technical excellence and the well-being of the team. I am a strong advocate for diversity in technology and leverage my international background to introduce fresh perspectives and innovative solutions.

How and when I use my 4th strength

Though less prominent, I use my Planning strength to organize tasks and set realistic milestones for project completion. This strength helps me stay organized and ensures that the team's goals are met efficiently and effectively.

3 Find Your Flow

Purpose
This exercise is intended to help you find your flow state for both personal and professional applications.

Directions
Refer to the section on flow state in your Star Report and the conceptual images of flow below to answer the following questions.



Figure 1 - The "Flow Zone"



Figure 2 - The Eight Characteristics of Flow State

What are common times during your day you feel stressed or bored?

I often feel stressed during periods of prolonged meetings or when facing conflicts within the team. Boredom can set in when tasks become repetitive and lack creative or technical challenges.

In your personal life, do you find flow in music, movement, meditation, learning or something else?

I find flow in coding and gaming, where I can lose myself in the challenge and creativity of the task. These activities allow me to apply my skills in new and innovative ways, leading to personal satisfaction and professional growth.

If you haven't felt flow before, what activity in your life do you think has most potential to bring you to that state?

Though I frequently experience flow, I believe that diving deeper into AI and machine learning could offer even more opportunities to achieve this state, blending my passion for technology with the excitement of learning and innovation.

How can you create the prerequisite characteristics of flow in your workplace? How can you recognize and reward the emergent ones?

To create flow at work, I can ensure that my tasks align with my strengths, particularly those involving problem-solving and action-oriented tasks. Encouraging open communication and reducing interruptions during focused work periods will also help maintain flow.

How do you know when you are in flow?

I know I'm in flow when hours pass by unnoticed, and I feel completely absorbed in solving a problem or coding. There's a sense of clarity and purpose that drives my actions, making even the most complex tasks seem effortless.

STAR CARD What is your Flow State?

Drag your Stickers from Attributes Cloud in the bottom right.

Jose Tembe
IT Manager, Lion Software LLC

IMAGINATION

	1	2	3	4
Strengths	35.2	26	24.4	14.4
Flow	100%	100%	100%	100%

© Lion Software

"By understanding and leveraging one's strengths, a flow state can be achieved leading to optimal performance for individuals, teams, and organizations."
Dr. Mihaly Csikszentmihalyi

4 Rounding Out

PURPOSE
This exercise asks you to consider what areas need extra attention to achieve your envisioned professional growth.

DIRECTIONS
Answer the following question in the space below: Given the strengths you draw on in your daily work, when coping with stress, and when in flow, what particular strengths and attributes may need special attention moving ahead to achieve your goals? The **Stress Inducers** and **Possible Behaviors Under Stress** in your Star Report may help answer this question.

EXAMPLE
To lead cross-functional teams more effectively, you plan to improve your empathy and active listening by taking a course on advanced communication techniques and volunteering in the community soup kitchen.

What strengths and attributes need special attention moving forward?

More patience and thought.

When can I expect to have stress, anxiety, or boredom triggered, and what can I do to mitigate it?

Stress and anxiety may arise during periods of conflict or when tasks become too routine. To mitigate this, I can focus on maintaining open communication, seeking out new challenges, and ensuring that my work remains aligned with my strengths and interests.

How can I use my strengths to overcome my constraints and help me achieve more flow?

I can leverage my strengths in Feeling and Acting to address my weaker areas in Planning by collaborating closely with colleagues who excel in organizing and structuring tasks. By combining our strengths, we can create a more balanced approach to achieving flow.

Attributes Cloud

🗄️
👤
👉
🔗

1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40

5 Your Future Self

Purpose

Express an aspirational vision of your future self as a written **vision statement**. A vision statement is an aspirational description of what an individual or organization aims to achieve in the long term. It provides a clear guide for choosing current and future courses of action.

Directions

Use your answers to the following prompts and the example vision statements below to craft your own vision statement.

Vision Statement Inspiration

Family-Oriented

"To create a loving, supportive, and harmonious family environment where everyone feels valued, respected, and empowered to reach their full potential."

Tech Entrepreneur

"To revolutionize the way people interact with technology by creating innovative, user-centric products that solve real-world problems and empower individuals"

Created by Aliyah with Images

"To deliver compassionate, evidence-based care that improves the health and well-being of my patients, while fostering a supportive and collaborative healthcare team."

Adventure Seeker

"To live a life filled with exploration, growth, and connection, experiencing the beauty of the world while pushing my personal boundaries and inspiring others to do the same."

Where do you see yourself in 5, 10, 20 years?

In 5 years, I see myself leading innovative tech projects that make a real difference in both the industry and the environment. In 10 years, I aim to be a senior leader, guiding a diverse team in creating cutting-edge solutions for global challenges. In 20 years, I envision myself as a tech entrepreneur, leveraging my experience to mentor the next generation of innovators.

What does your life look like when optimized for flow?

A life optimized for flow would involve a perfect balance between challenging work that pushes my skills and downtime that allows for creative reflection. My work would be deeply meaningful, driving both personal satisfaction and positive change in the world.

Where will your strengths take you? And your team?

My strengths will guide me towards leadership roles where I can influence positive change and drive innovation. My team will benefit from a collaborative and supportive environment that encourages growth and excellence.

When you picture a happy retirement, what have you achieved?

In retirement, I see myself having created a legacy of innovation and mentorship, with a portfolio of successful projects that have improved lives and inspired others to pursue their passions.

Your Vision Statement

"To lead with empathy and innovation, transforming technology into a force for global good. By harmonizing diverse perspectives and driving meaningful change, I aim to create a world where collaboration and creativity thrive, enabling teams to reach new heights of excellence."

6 Picture Your Vision

Purpose

Express an aspirational vision of your future self as a graphical **Vision Collage**.

Vision Collage

1. Choose visuals for each strength meaningful to you.
2. Choose from the menu on the left hand side of the whiteboard: **Icons**, **Images**, or **Draw**. The **Images** tab allows you to search the internet for images.
3. Mash up your words and images to create a unique visual collage pleasing and meaningful to you.

Vision Collage Inspiration



Your Vision Collage

Created by Jose with Icons



Created by Jose with AI



7 Lessons Learned

PURPOSE

Reflect on what you may have learned about yourself, as a person and as a professional, in the previous exercises.

Reflect on what you may have learned about yourself, as a person and a professional. This is a helpful way to round out and complete these exercises.

What is something unique about you that you appreciate?

- I appreciate my ability to connect with people from diverse backgrounds and perspectives. This ability not only enriches my understanding of the world but also strengthens my leadership by fostering an inclusive environment where everyone feels valued and heard.

How do you better understand your strengths, especially imagination?

- I now see imagination as the driving force behind my problem-solving abilities. It allows me to visualize solutions that others might not see and approach challenges from unique angles. My imagination fuels my creativity in coding and software development, helping me innovate and push the boundaries of what's possible.

What is your personal and professional flow state?

- My flow state occurs when I'm deeply engaged in solving complex problems or coding. It's when I'm fully immersed in the task at hand, losing track of time and feeling a sense of effortless productivity. Professionally, this state is achieved when I'm working on projects that align with my values and allow me to make a tangible impact.

What strengths in others help balance you out and create team flow?

- I value the strengths of strategic thinkers who can provide a long-term vision and clear direction. Their ability to see the big picture complements my focus on immediate action and problem-solving. I also appreciate team members who are highly organized, as their ability to structure and plan helps keep our projects on track and balanced.

What does your future pathway to flow and imagination look like to you?

- My future pathway to flow and imagination involves continually challenging myself with new and innovative projects that push the boundaries of technology. I see myself leading teams that harness diverse perspectives to create solutions with global impact. I'll focus on integrating my technical skills with my leadership abilities, ensuring that every project I lead is infused with creativity and a deep sense of purpose.

What personal values are reflected in your vision statement?

My vision statement reflects my values of empathy, innovation, and collaboration. It speaks to my belief in the power of technology to drive positive change and my commitment to leading with integrity and compassion. It also emphasizes my dedication to creating environments where diverse ideas can thrive and contribute to the greater good.

Any final notes for yourself:

- Stay true to your values, even when the path ahead seems challenging. Remember that your ability to connect with others and lead with empathy is your greatest strength. Keep pushing the boundaries of what's possible, and never lose sight of the impact you want to make on the world. Your journey is just beginning, and the best is yet to come.

8 Next Steps: Your Team Workshop

You and your teammates will be working together with your individual **Star Cards** when you meet with your coach.

Project Managers Review Guide

Along with your Star Report and Star Card, keep this following guide handy to remind yourself of how your strengths enhance your power skills.

allstarteams

Strengths-Based Power Skills Mastery: Project Managers Review Guide

OVERVIEW
Use this guide to leverage your strengths in enhancing power skills. Regular reflection on these points will help you lead effectively, foster team success, and achieve project outcomes.

YOUR HOLISTIC STRENGTHS

IMAGINING (WHITE): Openness and creativity.
THINKING (GREEN): Rationality and analysis.
PLANNING (YELLOW): Organization and foresight.
ACTING (RED): Drive and dynamism.
FEELING (BLUE): Empathy and intuition.

POWER SKILLS: STRENGTHS ALIGNMENT

STRATEGIC THINKING

- Align project goals with organizational strategies using Thinking and Planning.
- Foresee potential risks and innovative solutions with Imagining.

COLLABORATIVE LEADERSHIP

- Empower your team with Feeling.
- Demonstrate decisive leadership with Acting.

COMMUNICATION

- Tailor your communication to the audience's needs with Feeling.
- Ensure clear, well-structured messages with Thinking.

PROBLEM-SOLVING

- Use Thinking for analytical approaches and Imagining for creative solutions.
- Implement solutions swiftly with Acting.

POWER SUB-SKILLS A-Z: STRENGTHS ALIGNMENT

- Accountability:** Planning manages tasks.
- Adaptability:** Imagining enables flexibility.
- Analytical Thinking:** Thinking structures data.
- Collaboration:** Feeling fosters sharedness.
- Communication:** Thinking ensures clarity.
- Creative Thinking:** Imagining drives new ideas.
- Discipline:** Planning structures execution.
- Empathy:** Feeling deepens connections.
- Future-Focused:** Imagining envisions options.
- Innovative Mindset:** Imagining raises novelty.
- Pattern-Finding:** Thinking connects dots.
- Problem-Solving:** Thinking offers solutions.
- Purpose-Oriented:** Feeling aligns actions.
- Strategy:** Thinking sees the big picture.
- Trust-Building:** Feeling creates empathy.

FOR MORE INFORMATION
hello@masterpowerskills.com <https://masterpowerskills.com/> <https://allstarteams.com/>

AllStarTeams is a Division of HelioScope Imaginal, Inc.

Click this tiny button to download!

Kudos on Your Stellar Work!

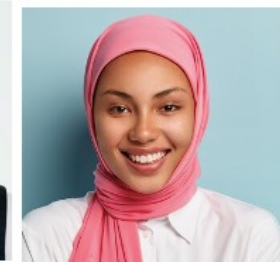
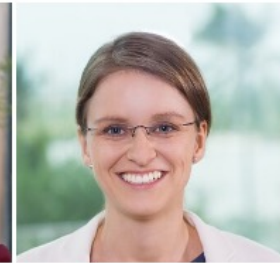
Workshop Module II: Team Practice - 3 hours

Orientation

- Team members meet Facilitator – Georgia Evans, PMBA, PMP, for the second time.
- Review Workshop Process and Goals
- Complete Whiteboard Exercises together

Goals

- *Appreciate your diverse strengths*
- *Identify your shared flow state*
- *Harness both for optimal performance*
- *Envision your future growth pathways*



Lion Team Whiteboard Exercises

1 Welcome to Your Team Board!

2 Our Team of Stars

3 Our Strengths and Flows

4 Our Team Vision

5 Our Purpose

6 Challenges and Opportunities

7 Team Reflection and Reaction

Congratulations! You are an All Star Team!

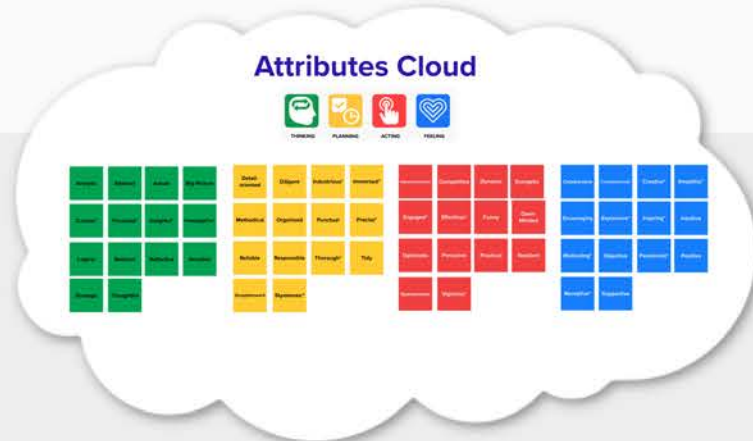
2 Our Team of Stars

🕒 30 minutes

PURPOSE

Review your **Star Cards** and share your story.

As you listen to your peers, add stickies of things that stand out to you.

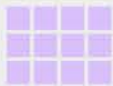


Jose Tembe
IT Manager, Lion Software LLC

IMAGINATION

	1	2	3	4
Strengths	35.2	29	34.4	14.6
Flow	Blue	Blue	Orange	Red

📱 @lsc.team

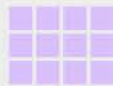


Sam H
VP IT, Lion Software LLC

IMAGINATION

	1	2	3	4
Strengths	18.4	28.8	20.8	11
Flow	Green	Green	Blue	Green

📱 @lsc.team



Maria Garcia
HR Director, Lion Software LLC

IMAGINATION

	1	2	3	4
Strengths	38.8	25.8	34	10.8
Flow	Yellow	Blue	Green	Yellow

📱 @lsc.team

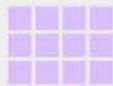


Aliyah Amin
Admin Coordinator, Lion Software LLC

IMAGINATION

	1	2	3	4
Strengths	35.8	28.8	24	11.6
Flow	Red	Blue	Green	Red

📱 @lsc.team



3 Our Strengths and Flows

🕒 30 minutes

PURPOSE

Your self-identified **Basic and Flow State Strengths** form two complementary **Team Analytics Tables**. When reviewed together in context, they help reveal new insights about how to play best to your diverse strengths as a team.

Directions

Locate your Name and the Row with your Basic Strengths.

In the 4 Boxes numbered 1 - 4, copy and paste your self-identified Flow Strengths on your Star Card in the same order.

"By understanding and leveraging one's strengths, a flow state can be achieved leading to optimal performance for individuals, teams, and organizations."

- Dr. Mihaly Csikszentmihalyi





For Discussion

What patterns do you see?

Does this match with how you see your Team Strengths?



Jose Tembe: Collaborative, Supportive, Energetic, Optimistic
 Sam Humphries: Investigative, Focused, Creative, Insightful
 Maria Garcia: Organized, Compassionate, Analytic, Reliable
 Aliyah Amin: Dynamic, Supportive, Optimistic, Resilient

 Jose Tembe, IT Manager	35.2	26	24.4	14.4	Collaborative	Supportive	Dynamic	Optimistic
 Sam H, VP IT	38.4	28.8	20.8	12	Investigative	Focused	Creative	Insightful
 Maria Garcia, HR Director	39.6	25.6	24	10.8	Organized	Compassionate	Analytic	Reliable
 Aliyah Amin, Admin Coordinator	35.6	28.8	24	11.6	Dynamic	Supportive	Optimistic	Resilient

4 Our Team Vision

🕒 30 minutes

PURPOSE

Let's practice being a team by co-creating something meaningful together - a collage symbolizing your team's dynamic unity by playing to your diverse strengths.

Directions

STEP 1: Choose

- Choose 1 Strength from the Strengths Cloud that most represents you.
- Choose 1 Image (Icon or Picture - search or upload)
- Paste both your Strength and Image in your name space.

STEP 2: Place

- Copy and Paste your chosen Strength Sticky and Image onto your Bank Cloud
- Place randomly

STEP 3: Organize and Design

- Review your random assemblage of Strengths and Images
- Arrange and re-arrange until the final grouping pleases your eye and sensibilities as a team.



Example



Team Strengths:

Strategic Thinking, Empathy, Creativity, Reliability

Sam	Strategic	
Jose	Empathic	
Maria	Creative*	
Allyah	Reliable	

Co-created by with Icons

Co-curated with AI

Name	STRENGTH	IMAGE
Name	STRENGTH	IMAGE
Name	STRENGTH	IMAGE
Name	STRENGTH	IMAGE

5 Our Purpose

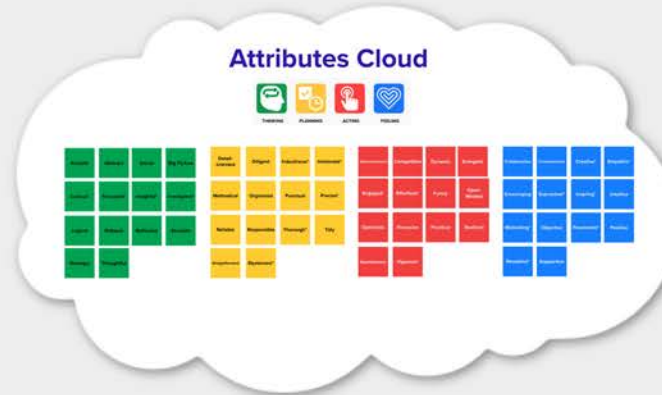
🕒 30 minutes

PURPOSE

Let's spend some time discussing your team purpose by defining it, prioritizing and aligning your diverse strengths, and identifying how best to play to your strengths together to achieve your purpose.

Directions

- 🕒 **Activity 1**
 - Everyone choose 3 Attributes stickies to represent your Individual Purpose.
- 🕒 **Activity 2**
 - Everyone choose 2 Attributes stickies each to consider questions such as:
 - HOW - WHY - WHAT
 - SITUATION - COMPLICATION - SOLUTION
 - Discuss, negotiate, come to consensus.
- 🕒 **Activity 3**
 - Using Attributes stickies in Activity 2, co-create your Team Purpose Statement in 1-3 sentences.



1 Describe Your Individual Purpose

Sam Humphries:
Attributes: *Innovative, Strategic, Empathetic*
Vision Statement: "To lead cross-functional teams towards innovative solutions by combining strategic insight and empathetic leadership."

Aliyah Amin:
Attributes: *Compassionate, Organized, Analytical*
Vision Statement: "To create systems that empower individuals by leveraging compassion, organization, and analytical precision."

Jose Tembe:
Attributes: *Creative, Collaborative, Resilient*
Vision Statement: "To drive creative collaboration within teams that adapts to challenges with resilience."

Maria Garcia:
Attributes: *Reliable, Thorough, Insightful*
Vision Statement: "To provide reliable, thorough solutions grounded in insightful analysis and team collaboration."

2 Describe Your Team Purpose

"Our team is committed to fostering an environment where innovation, empathy, and collaboration drive our success, ensuring that every challenge is met with strategic and compassionate solutions."

3 Tuning Your Team Purpose Statement

"Our team thrives on innovation, strategic empathy, and reliable collaboration, transforming challenges into opportunities for growth."

6 Challenges and Opportunities

45 minutes

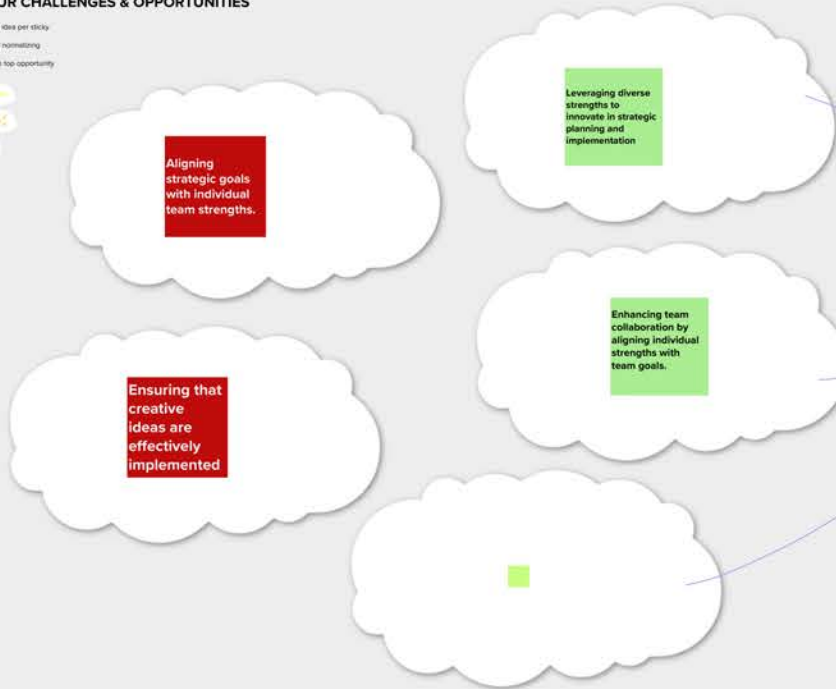
PURPOSE

Spend some time assessing current challenges and obstacles, then reframing them as opportunities for shared success.

Proceed in order from Activity A - C.

A GATHER OUR CHALLENGES & OPPORTUNITIES

- 5 minutes identifying one idea per sticky
- 10 minutes sharing and normalizing
- 2 minutes voting for the top opportunity



B DEFINE OUR TOP OPPORTUNITY

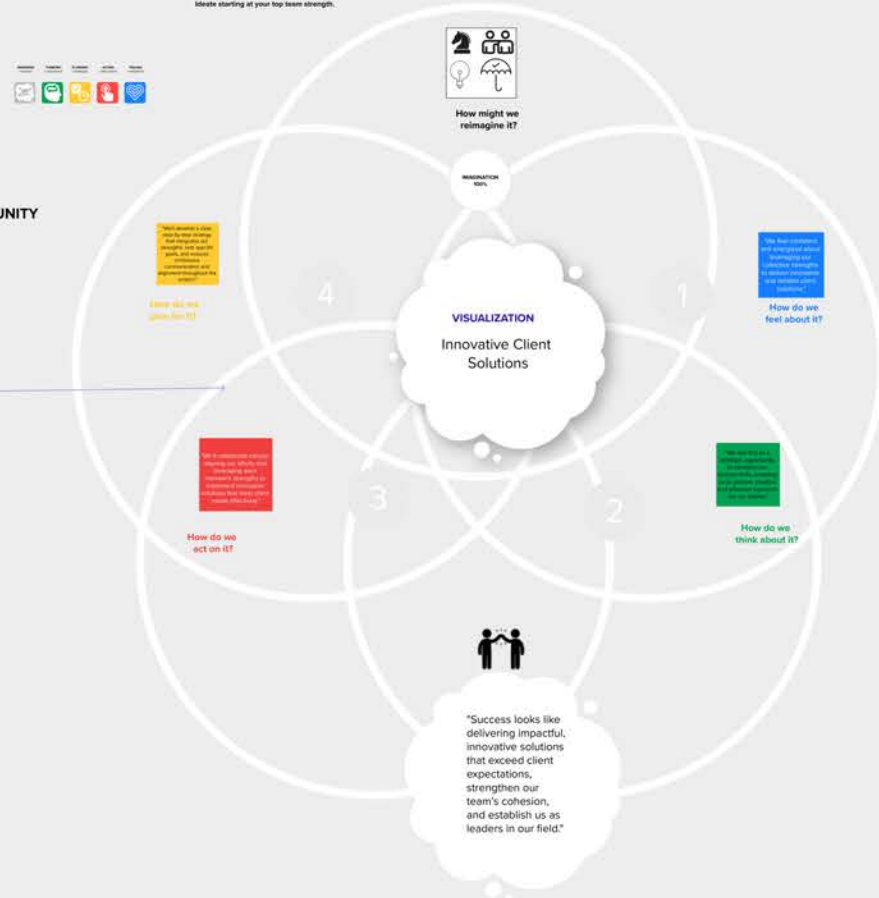
Promote the top single opportunity

"Our top opportunity is to harness our team's strengths in innovation, empathy, and collaboration to tackle complex challenges. By strategically combining these abilities, we can lead transformative projects and set new industry standards, driving both individual and team success."



C APPLY OUR STRENGTHS

Place your top opportunity at the center of the graph. Ideas starting at your top team strength.



7 Team Reflection and Reaction

15 minutes

PURPOSE

In our preparing for what's ahead in our work, let's take stock of and appreciate what we've learned about ourselves individually, as teammates, and about our team as a whole.

REFLECT AND DIALOGUE

- A** What have we learned about ourselves?
- B** What have we learned about each other?
- C** What have we learned about our team as a unit?

GUIDELINES

For each question above, participants should create a sticky with brief answers in each cloud below.



Congratulations! You are an All Star Team!



Question
A



Each member brings unique strengths that complement the team's goals.

Question
B



We work best when our strengths are aligned with our collective purpose.

Question
C



Focus on deepening our collaboration to maximize our impact.

Sam's take-aways

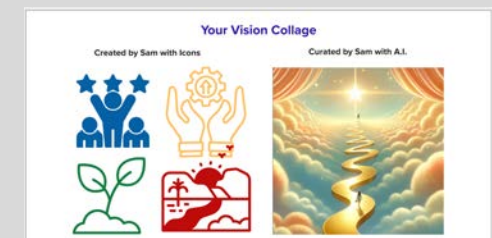
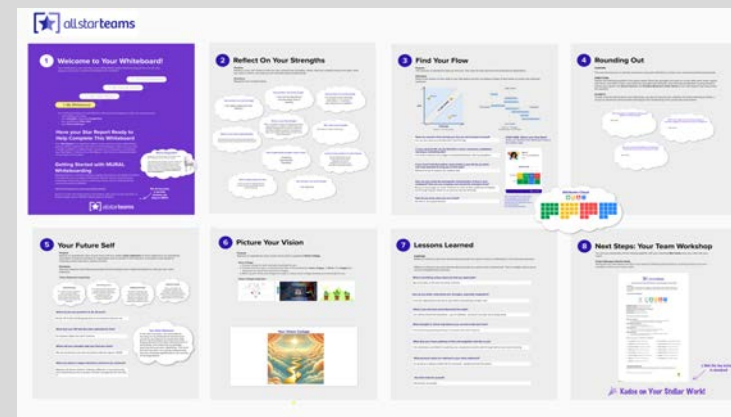
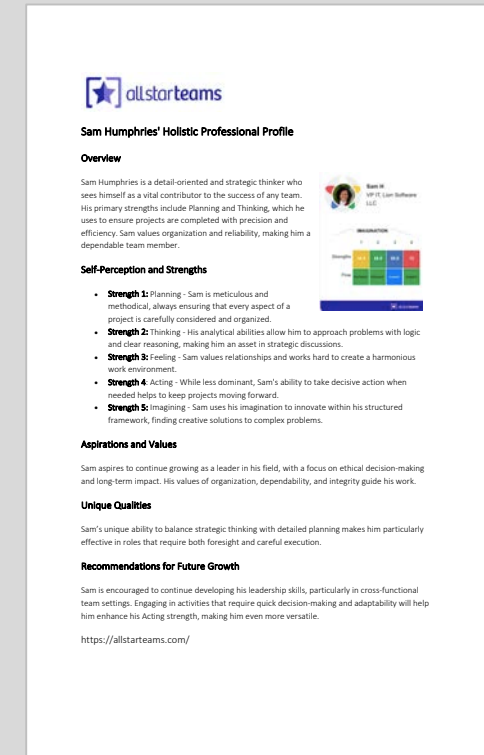
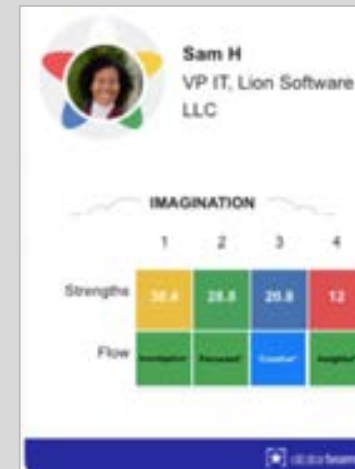
My vision for the next 2-3 years is to focus on my personal and professional growth by honing leadership skills, staying current with technological advancements, and enhancing strategic planning and execution. This will enable my growth and significantly contribute to my organization's success.

Unique Qualities

Sam's unique ability to balance strategic thinking with detailed planning makes her particularly effective in roles that require both foresight and careful execution.

Recommendations

Sam is encouraged to continue developing her leadership skills, particularly in cross-functional team settings. Engaging in activities that require quick decision-making and adaptability will help her enhance a core strength, making her even more versatile.



Maria's take-aways

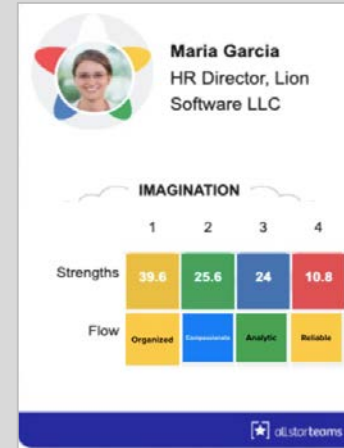
My vision is to create a harmonious and efficient environment where every decision is driven by thoughtful analysis and genuine care for others, ensuring consistent and dependable outcomes that contribute to the well-being and success of the community.

Unique Qualities

Maria's unique blend of planning and analytical skills, coupled with her commitment to teamwork, makes her an invaluable asset in any project.

Recommendations

Maria should consider opportunities that challenge her to take on more leadership roles, particularly those that require quick decision-making and adaptability. Expanding her skill set in these areas will complement her existing strengths.



Maria Garcia Holistic Professional Profile

Overview

Maria Garcia views herself as an organized and reliable professional who excels in planning and execution. Her strengths in Planning and Thinking enable her to approach her work with a high degree of precision and efficiency.

Self-Perception and Strengths

- Strength 1: Planning** - Maria is thorough and methodical, always ensuring that tasks are completed efficiently and on time.
- Strength 2: Thinking** - Her analytical mindset allows her to solve problems effectively, making her a key player in strategic initiatives.
- Strength 3: Feeling** - Maria values collaboration and strives to create a supportive work environment.
- Strength 4: Acting** - Although her Acting strength is less pronounced, Maria is capable of taking decisive action when necessary.
- Strength 5: Imagining** - Her imagination supports her in finding innovative solutions within her structured approach.

Aspirations and Values

Maria aspires to continue growing in roles that require a high level of organization and strategic thinking. Her core values include dependability, efficiency, and collaboration.

Unique Qualities

Maria's unique blend of planning and analytical skills, coupled with her commitment to teamwork, makes her an invaluable asset in any project.

Recommendations for Future Growth

Maria should consider opportunities that challenge her to take on more leadership roles, particularly those that require quick decision-making and adaptability. Expanding her skill set in these areas will complement her existing strengths.

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1 Welcome to Your Whiteboard!

2 Reflect On Your Strengths

3 Find Your Flow

4 Rounding Out

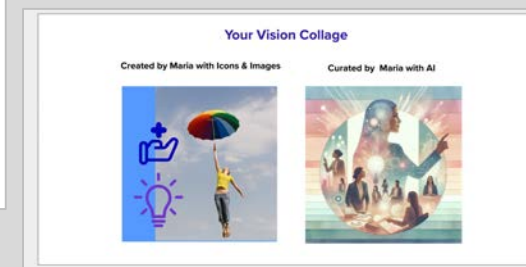
5 Your Future Self

6 Picture Your Vision

7 Lessons Learned

8 Next Steps: Your Team Workshop

Notes on Your Stellar Work!



Aliyah's take-aways

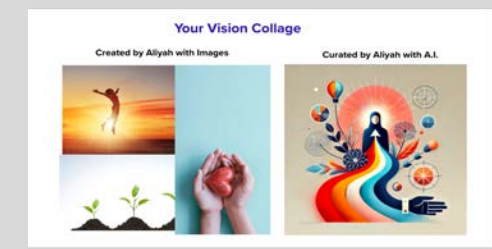
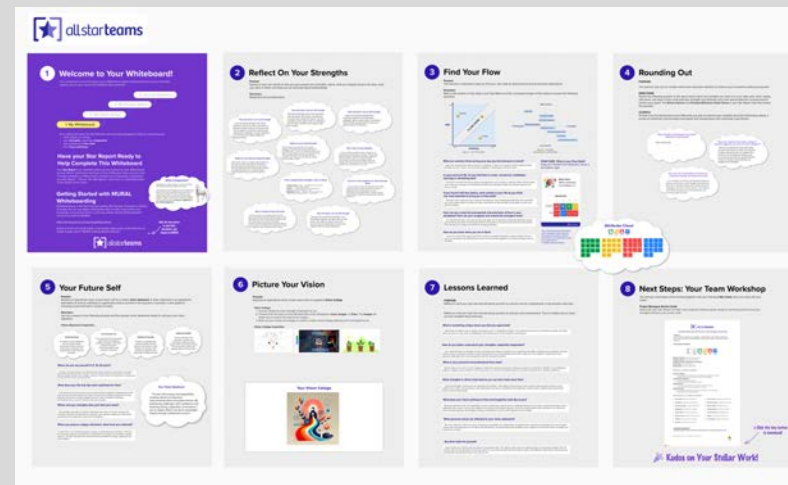
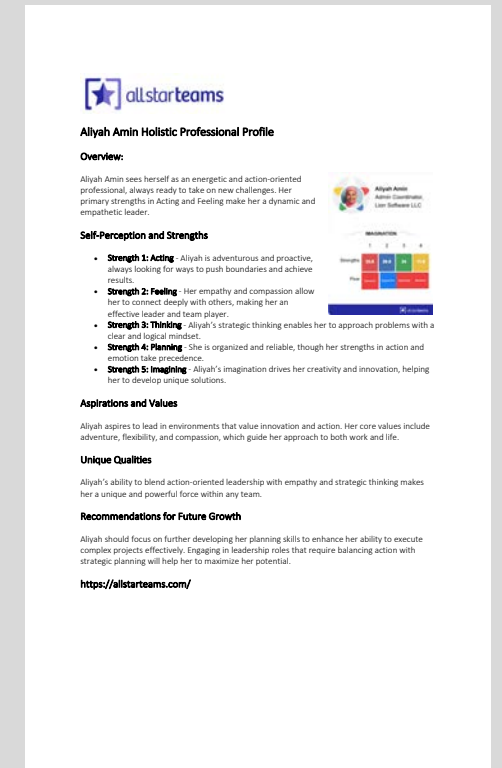
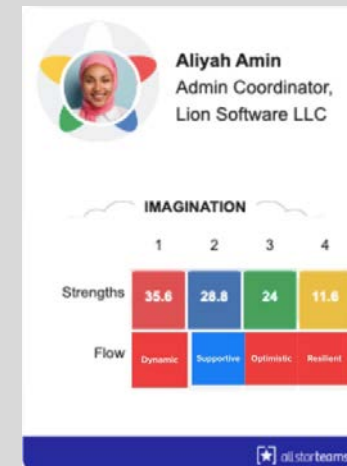
My vision is to create a harmonious and efficient environment where every decision is driven by thoughtful analysis and genuine care for others, ensuring consistent and dependable outcomes that contribute to the well-being and success of the community.

Unique Qualities

Aliyah's ability to blend action-oriented leadership with empathy and strategic thinking makes her a unique and powerful force within any team.

Recommendations

Aliyah should focus on further developing her planning skills to enhance her ability to execute complex projects effectively. Engaging in leadership roles that require balancing action with strategic planning will help her to maximize her potential.



Jose's take-aways

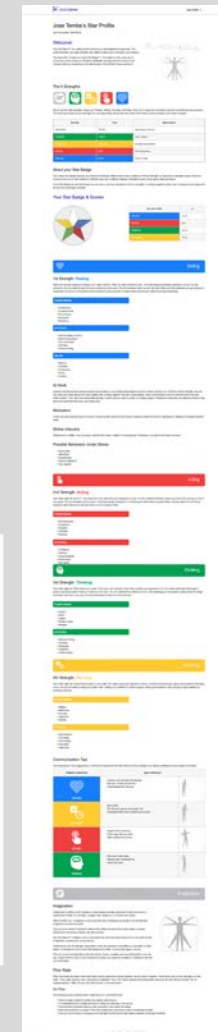
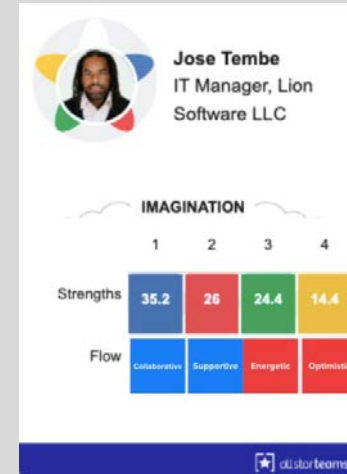
My vision is to lead with empathy and innovation, transforming technology into a force for global good. By harmonizing diverse perspectives and driving meaningful change, I aim to create a world where collaboration and creativity thrive, enabling teams to reach new heights of excellence.

Unique Qualities

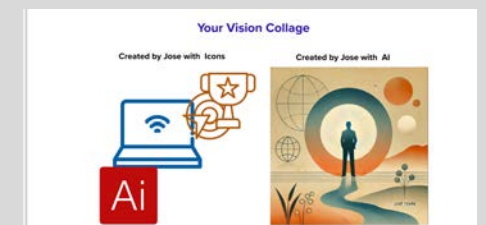
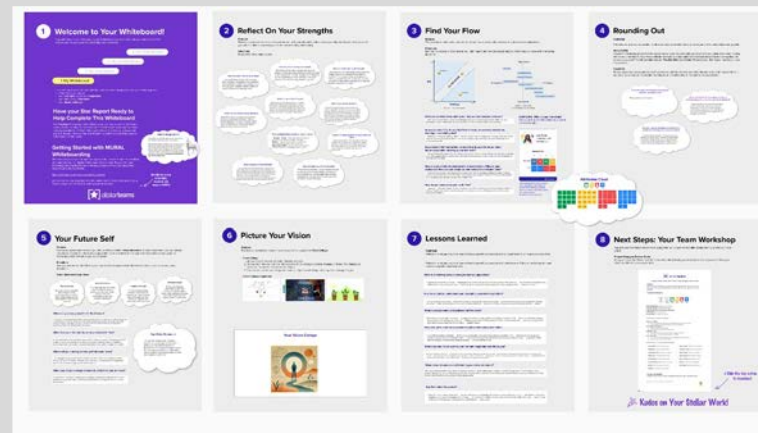
Jose's ability to combine emotional intelligence with action-oriented leadership makes him a unique and valuable team member, capable of driving both people and projects forward.

Recommendations

Jose should focus on further developing his strategic thinking and planning skills, which will enhance his ability to lead complex projects. Engaging in roles that require balancing empathy with assertiveness will also help him grow.



A page titled "Jose Tembe Holistic Professional Profile" with an "Overview" section. It includes a "Self-Perception and Strengths" section with five bullet points: Strength 1: Feeling, Strength 2: Acting, Strength 3: Thinking, Strength 4: Planning, and Strength 5: Imagining. It also has sections for "Aspirations and Values" and "Recommendations for Future Growth". The "allstarteams" logo is at the top left.



Team Lion: Holistic Report

Relevant Insights

- **Action-Oriented:** Team Lion thrives on action and is highly motivated by immediate results and challenges.
- **Empathy and Collaboration:** The team's strong interpersonal connections foster a positive and productive work environment.
- **Innovation:** Their ability to think creatively and develop innovative solutions is a significant asset.

Recommendations for Future Growth

Team Lion should focus on enhancing their planning capabilities to ensure that their actions are always aligned with long-term goals. Engaging in strategic planning exercises and setting clear milestones will help them maintain focus and achieve sustainable success.



Team Lion Report



Overview

Team Lion is a dynamic group characterized by their action-oriented approach and strong interpersonal connections. This report highlights the team's strengths, dynamics, and areas for growth, providing actionable insights to optimize their performance.

Team Dynamics and Strengths

Team Lion's primary strengths include Acting and Feeling, making them a proactive and empathetic team capable of driving results while maintaining strong interpersonal relationships.

- **Strength 1: Acting** - The team excels in taking decisive action and executing plans efficiently.
- **Strength 2: Feeling** - Their strong sense of empathy and collaboration ensures a supportive and inclusive work environment.
- **Strength 3: Thinking** - The team's strategic thinking allows them to approach challenges with a clear and logical mindset.
- **Strength 4: Planning** - Team Lion is organized and reliable, though their action-oriented nature often takes precedence.
- **Strength 5: Imagining** - Their creativity and innovation are key drivers of their success, allowing them to develop unique solutions to complex problems.

Relevant Insights

- **Action-Oriented:** Team Lion thrives on action and is highly motivated by immediate results and challenges.
- **Empathy and Collaboration:** The team's strong interpersonal connections foster a positive and productive work environment.
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Team lion workshop outcomes

Initial Challenges: Increasing complexity, shifting strategic goals, and rising client demands created strain on communication, alignment, and resilience.

Growth Mode: Through the workshop, Team Lion enhanced communication, aligned individual strengths with goals, and improved collaboration.

Results: Clearer roles, improved strategic focus, and stronger cohesion.

Future Ready: Equipped with hands-on experience and insights to thrive and innovate under growing demands.

Individual Growth Plan - *ongoing*



Opportunity for ongoing self-directed review, reflection, and pathway planning. Ideal for coaching support and manager reviews.

allstarteams
Your Growth Plan
QUARTER 1: CHECK-IN | TUNE-UP

Your Star Card — **Your Holistic Report**

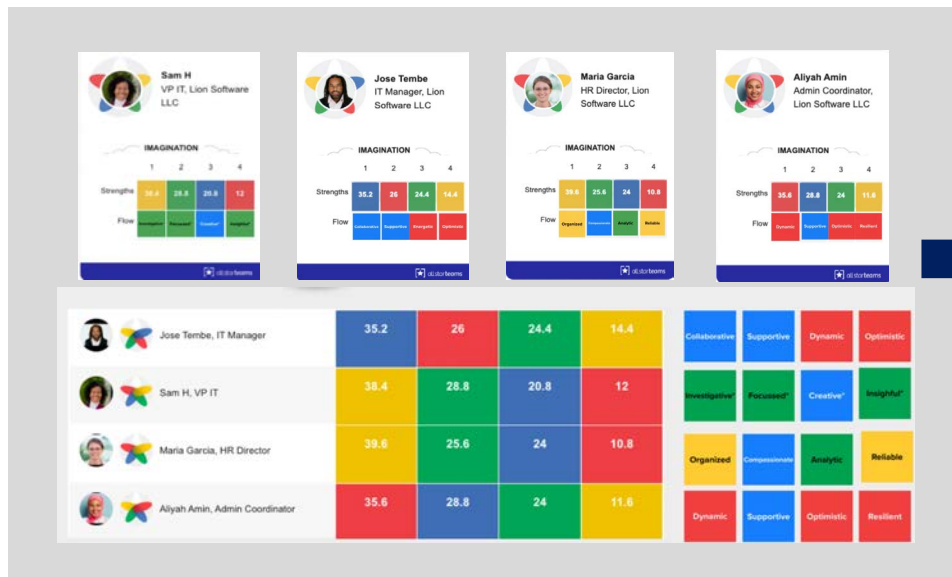
ROLE & RESPONSIBILITIES
Are you feeling successful in your job and relationships?
PURPOSE
To check in and take stock of how you are growing in your professional role and meeting as well as surpassing goals.
DIRECTIONS
Complete each activity below -
INDIVIDUAL CONTRIBUTOR
What does this look like? (i.e. playing to your strengths)
I am on top of my game, imagination rules!
How well are you currently aligned to this Role?
NEEDS MORE FLOW STATE
TEAM COLLABORATOR
What does this look like? (i.e. playing to your strengths)
We are definitely playing to our strengths as a distributed team.
NEEDS MORE FLOW STATE
AS PART OF A COMMUNITY
How do you represent the company in your community?
Our online community is growing and we are becoming more known generally.
NEEDS MORE FLOW STATE

SELF-INVESTMENT
What can we focus on to help you grow into a happier and healthier person?
PURPOSE
To check in and take stock of how you are growing in your professional role and meeting as well as surpassing goals.
DIRECTIONS
Complete each activity below -
CAREER GROWTH
What is your plan to grow within the company?
I am on track but not there yet.
NEEDS MORE FLOW STATE
MY UNIQUE ORGANIZATIONAL CONTRIBUTION
How do you find ways to improve work, grow business?
Always and forever - the more you look there you see and can do.
NEEDS MORE FLOW STATE

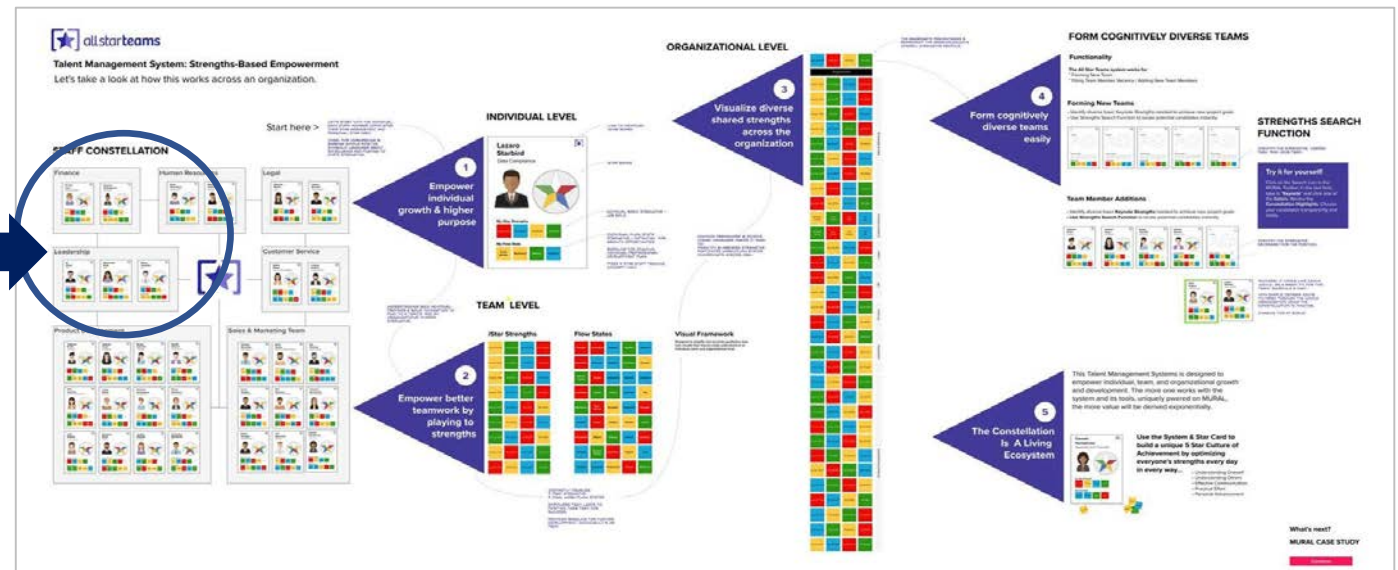
Organization Strengths-Based Talent Map - *ongoing*

When organizations empower employees their talent pool is optimized by magnitudes.

Team Lion



Strengths-Based Talent Map

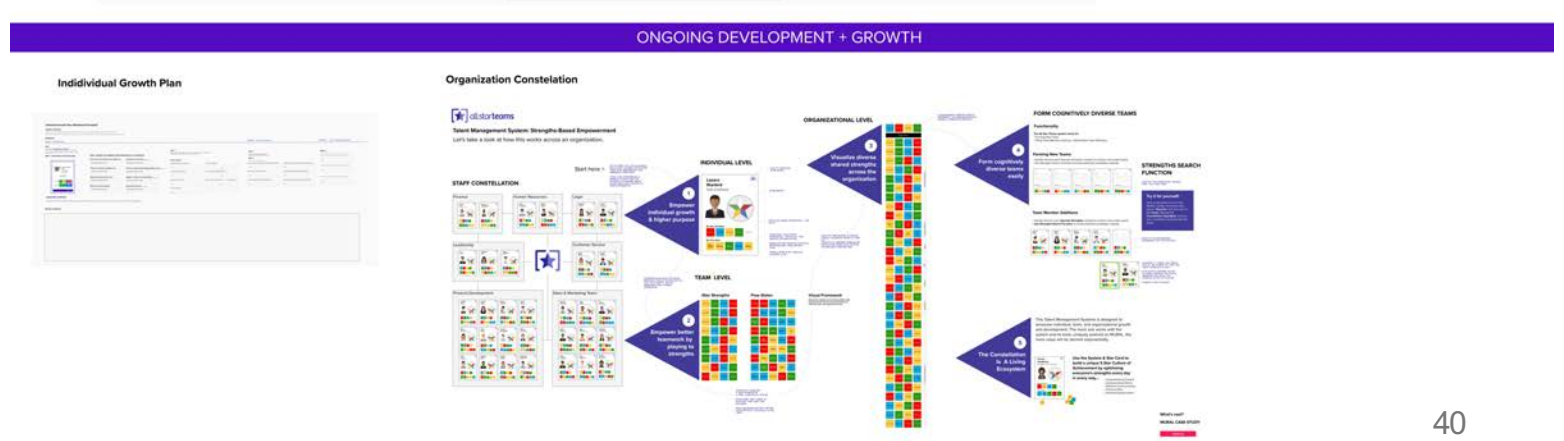
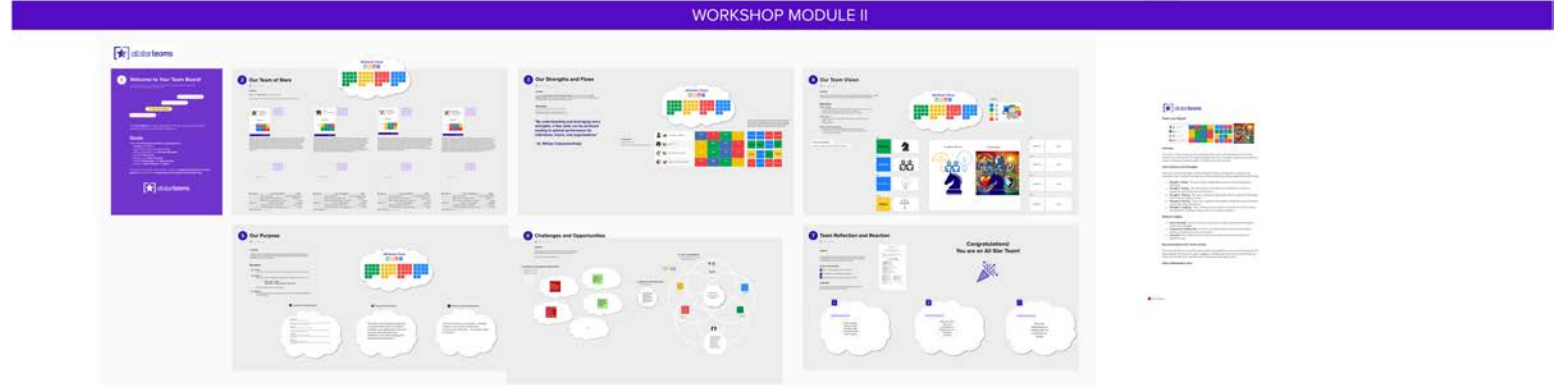
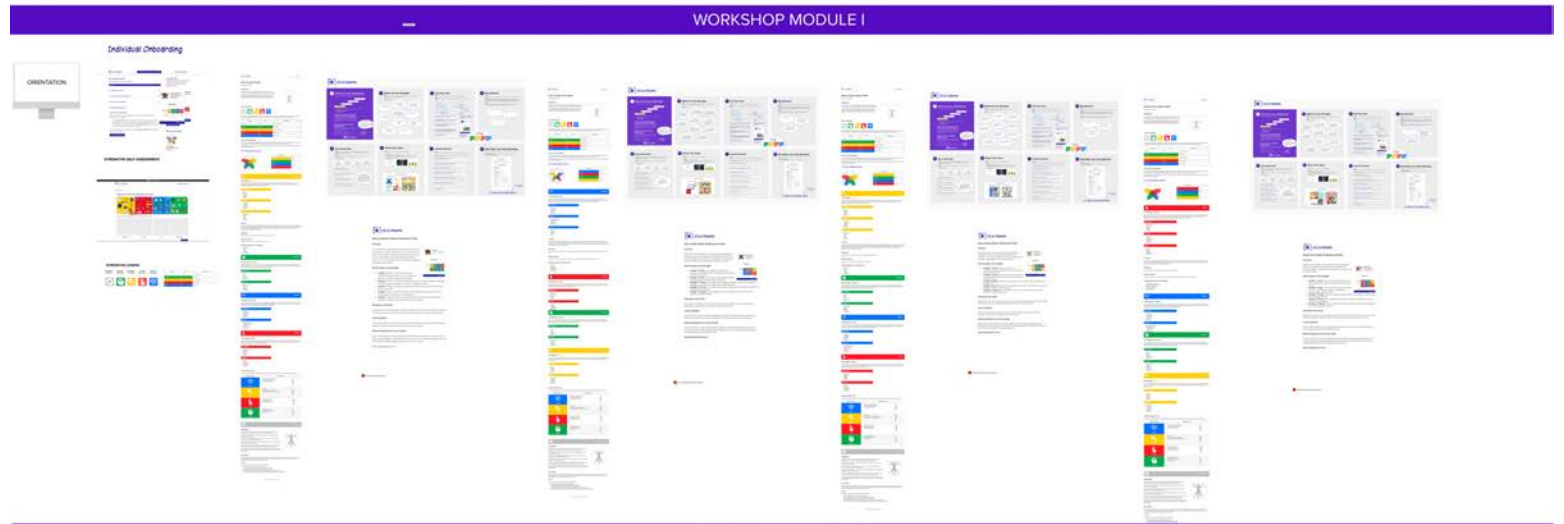


The full picture

The beauty of this new Workshop Demo Resource is that we can zoom into any detail on any individual or team exercise, any stage.

Link

<https://app.mural.co/t/teamprelude0846/m/teamprelude0846/1725382883786/3dea88c3d44667bd77a9c82530596bd08704e914?sender=ua9824e7f46ca005336059760>



Workshop Methodology

Research-driven, science-based methodology

This methodology uniquely integrates four psychological models into a unified, holistic, and transformative experience, driving both individual and team growth.

PSYCHOLOGICAL MODELS	EMPIRICAL FINDINGS	TEAM LION
IMAGE SHIFTING Drs Kenneth & Elise Boulding, University of Colorado	<ul style="list-style-type: none"> • People’s behaviors are shaped by their self-image. Shifting this image can catalyze behavioral change. 	Module I: Personal images of strengths are created to enhance self-awareness and set the stage for team growth.
STRENGTHS TO FLOW Dr. M. Csikszentmihalyi, University of Chicago / Dr. M. Seligman, University of Pennsylvania	<ul style="list-style-type: none"> • Optimal performance is achieved when individuals leverage strengths to enter a flow state. 	Participants identify core strengths via self-assessment to recognize what drives their flow.
FUTURE SELF-CONTINUITY Dr. Hal Hershfield, UCLA Anderson School of Management	<ul style="list-style-type: none"> • A strong connection to one’s future self leads to higher life satisfaction and positive outcomes. 	Module II: Team members envision their future self, aligning personal goals with the team’s success.
HELIOTROPIC EFFECT Dr. David Cooperrider, Case Western University	<ul style="list-style-type: none"> • People and teams grow toward positive futures they envision together. 	The team collaborates to harness strengths and collectively envision a positive, shared future.

Strengths-Based Power Skills Alignment

HOLISTIC FRAMEWORK

Use this guide to leverage your strengths in enhancing power skills. Regular reflection on these points will help you lead effectively, foster team success, and achieve project outcomes.

IMAGINING	WHITE	Openness and creativity.
THINKING	GREEN	Rationality and analysis.
PLANNING	YELLOW	Organization and foresight.
ACTING	RED	Drive and dynamism.
FEELING	BLUE	Empathy and intuition.



STRATEGIC THINKING
Align project goals with organizational strategies using Thinking and Planning .
Foresee potential risks and innovative solutions with Imagining .
COLLABORATIVE LEADERSHIP
Empower your team with Feeling .
Demonstrate decisive leadership with Acting .
COMMUNICATION
Tailor your communication to the audience's needs with Feeling .
Ensure clear, well-structured messages with Thinking .
PROBLEM-SOLVING
Use Thinking for analytical approaches and Imagining for creative solutions.
Implement solutions swiftly with Acting .

"Real Life " Workshop Testimonials

"Such a quick and effective way to raise self-awareness and accelerate team trust! I believe the AllStarTeams experience will become a common best practice for any high performing, distributed organization."

Mark Tippin , Director, Strategic Next Practices, MURAL

"As a German B2B marketplace for team and culture building, we've long searched for a strengths-based resource - for ourselves and customers - that combines the right amount of individual self-reflection and perspective with team identity and purpose—complementary options for long-term impact.

AllStarTeams is great!"

Angelika Birk, Co-Founder & CEO dreamteam

"The emphasis on both individual and team dynamics makes AllStarTeams invaluable for creating cohesive, innovative, and resilient teams ...Highly recommended."

Cassio Reis, Director of Governance , PMI Manitoba Chapter



"By understanding and leveraging one's strengths, a flow state can be achieved leading to optimal performance for individuals, teams, and organizations."

Dr. Mihaly Csikszentmihalyi

"Just as plants of many varieties exhibit a tendency to grow in the direction of sunlight, there is a human tendency to evolve in the direction of positive anticipatory images of the future."

Dr. David Cooperrider

For more Workshop information:

<https://allstarteams.com/contact/>