**(Your Company Name here): The Big Picture**

**Purpose:**

* Helps team members help each other to achieve personal and team goals, ensures each member has the right/known expectations of each other and their respective roles, and helps team leaders to better understand team members’ motivations and talents. Moreover, by becoming blatantly familiar with each other’s goals and motivations, each team member can support the others in making the daily work fun, interesting, meaningful and fulfilling.
* Everyone should have completed and reviewed a profile assessment(s).
* Start with section YOU, go around the table, then move on to the next two sections, one at a time.
* *Customize this template to include any company-specific wording and have each team member complete it prior to a group session. Then the group can share and discuss. Item 1 under Our Team is about sharing the results of profile assessments that give your team a common language. Modify to include the assessments you actually use.*
* *A leader striving to build a better relationship with an individual team member they did not hire can use the questions in section YOU in a one-on-one session, preferably offsite.* ***(Remove this paragraph when distributing to team members.)***

**YOU**

1. What fires you up about work? (When and under what conditions do you feel good about your work? e.g. you go home fulfilled, satisfied, happy)
2. What development/education do you feel you need, to do your work better, to be better satisfied with your work?
3. Write a one sentence description of your role’s mission. What are your top 3 outcomes? How do these relate to the firm’s mission?
4. How would you like to be presented/introduced to others, as the person “who\_\_\_\_\_\_\_\_\_?”
5. Where do you see yourself in 1, 2 and 5 years?

**OUR TEAM**

1. Share Kolbe and StrengthsFinder reports with each other.
2. What is the purpose of our team?
3. Where do we want our team to be in five years?
4. How would you describe each of your teammates’ roles in 10 seconds?
5. What can your teammates do to help you do your work better, to be more satisfied, fulfilled, happy?

**OUR FIRM**

1. What is our firm’s mission and how would you describe what differentiates us from our peers?
2. What firm resources are available to help you do your job and address the needs and questions of clients? (People, organizations, material)
3. What is working extraordinarily well?
4. What needs to stop, or could use some improvement?

Questions adapted from **The Secret – What great leaders Know -- and Do,** byKen Blanchard and Mark Miller.