

TEAM TUNE UP | PAUSE & NOTICE



WHAT MAKES YOUR TEAM EXCEPTIONAL?

Pause to recognise what already
works.

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TRY THIS CONVERSATION:

- 01 In your next team meeting, ask: *"What makes our team exceptional?"*
- 02 Give everyone a moment to think, then explore.
- 03 Further questions to ask:
 - *"When have we been at our best?"*
 - *"What strengths make us distinctive?"*
 - *"What would we never want to lose?"*
- 04 Make a commitment. What's one thing you'll continue doing because it strengthens your team?

Go deeper with Facet5: Open your **Facet5 Profile**, **TeamScape**, **Spotlight** or **Key Qualities** to explore connections.

WHY THIS MATTERS

Strong teams get even better by recognising and building on what they already do well. Appreciating strengths encourages positive behaviours, boosts confidence, and creates momentum for continued success.

TRY THIS NEXT



Explore your teams natural strengths and potential with the **Facet5 Team Diagnostic**. Scan the QR code to learn more.



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NOTICING & CONNECTING

Connecting for better
collaboration.

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TRY THIS CONVERSATION:

Invite someone for a coffee or a walk and begin the conversation with one simple question.

For example:

- *"What's been stretching you?"*
- *"What helps you do your best work?"*
- *"Is there anything you'd like more support with?"*
- *"What's something people often misunderstand about the way you work?"*

Go deeper with Facet5: Use your **Relationship Report** or **myFacet5 Profile** to discover how to work together more effectively.

- *"How do we each prefer to communicate?"*
- *"Where are our styles naturally similar?"*
- *"Where might we approach situations differently?"*

WHY THIS MATTERS

The quality of our work is shaped by the quality of our relationships. When people feel known, understood and valued, trust grows more naturally. Strong relationships are built through consistent connection, not through occasional big conversations.

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NOTICE YOUR STRENGTHS

Appreciating the contributions
that make a difference.

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TRY THIS CONVERSATION:

Ask someone you work with:

"When have you seen me at my best?"

Listen without interruption and notice what they choose to describe.

Go deeper with Facet5: Use your **myFacet5 Profile** to reflect together on how your strengths impact one another. Consider:

- *"Which strengths are most visible in your profile?"*
- *"Which strengths do colleagues recognise most often?"*
- *"Which strengths would you like others to experience more frequently?"*
- *"Where could greater awareness increase your impact?"*

WHY THIS MATTERS

The strengths that make the biggest difference are often the ones we notice least. They become part of who we are. When we pause to recognise them, we become more intentional about how we use them and the contribution they make to others.

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TAKING ONE SMALL STEP

Building better habits through
small actions.

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TRY THIS CONVERSATION:

Ask:

"If we changed just one small thing about the way we work together, what would make the biggest positive difference?"

Encourage practical ideas rather than ambitious solutions.

Go deeper with Facet5: Open your **Team Diagnostic**, **Team Hub** or **Shine**.

Discuss as a team:

- *"Which development area feels most relevant today?"*
- *"What does the data tell us about our biggest opportunity?"*
- *"Which recommendation could we put into practice immediately?"*
- *"What support or resource would help us succeed?"*

WHY THIS MATTERS

Teams don't improve because they try to change everything at once. They improve because they choose a small number of meaningful behaviours and practise them consistently. Progress is **built through small actions** that become better habits.

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