**Empowering Leadership**

*Utilizing concepts of strength-based leadership to help project staff solidify the skills to be leaders in their communities and coalitions while also empowering partners in their local prevention networks.*

**True Colors Activity Instructions and Discussion Questions** Approximately 1 hour to complete

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| 5-10 minutes | Welcome, introductions and goals for the session.  Define **Strength-based leadership** -A method of maximizing the efficiency, productivity, and success of a team by focusing on and continuously developing the strengths of individuals within the team. | |
| 5-10 minutes | Ask for people to discuss the questions at their table and then have each table report out to larger group   * **How do you define leadership?** * **What makes a strong leader?** * **What qualities does a strong leader possess?** | |
| 5 minutes | Instructions for **True Colors Self Assessment Tool** tool   * **Go across the rows, decide which set of words is most like you - go with your first instinct.** * **Score each set of words from 1-4. Each row must have a 4, 3, 2, and 1.** * **4 = Most Like Me. 3 = Somewhat Like Me. 2 = Not Much Like Me. 1 = Least Like Me** * **Add up each column, put the total score in the box for each column.** * **Color your leadership styles wheel according to your scores in each column.** | |
| 15 minutes | Give people time to complete the activity (self-assessment tool and color wheel) | |
| 5 minutes | **Review color traits** Once people have identified their color through the self-assessment and colored in their color wheel, have them go to their color on the wall and read the different colors' traits around the room (including theirs) If a person has more than one priority color - ask them to choose the color traits that they identify with the most. | |
| 10 minutes | Discussion Questions with color group - Ask people to discuss the questions with their color group then have each color report out to larger group   * **Is there anything that surprised you?** * **Identify an additional strength for your color group** | |
| 5 minutes | **Review Color Communication Styles** - displayed on flip chart behind color traits | |
| 5 minutes | Discussion Question with color group - Ask people to discuss the question with their color group then have each color report out to larger group   * **Identify a communication tip for your color group. What do you want other colors in the room to know about communicating and working with your color?** | |
| 5-10 minutes | Ask people to return to their seats and discuss the question with their table and then have each table report out to larger group   * **How can knowing different people strengths and leadership styles help you work with people and groups?** | |
| **Supplies** | Copies of True Colors Self Assessment  Copies of True Colors Wheel  Crayons/Markers for each leadership color  Flip chart paper with instructions  Four Flip chart papers with color and traits listed | Four Flip chart papers with communication styles listed  Flip chart papers with Discussion Questions  Flip chart with strength-based leadership definition |