Team Building With LibGuides Discussion Board

Patrick Baumann and Marla Lobley

Linscheid Library
East Central University
Overview

- How It All Started
- Curriculum
- Discussion Tool
- Lessons Learned
- Discussion Activity
How it all got started
Why Strengthsfinder?

- Started with 16 Personalities
- Recommended
- Goes beyond typical personality tests
- Strategies for your top strengths
- Exercises for teambuilding.
- Positive purpose
Discussion Tool

LibGuides - Library Research Guides System Discussion Board

1 thread per staff person

Marla's strengths description
1. Relator
2. Learner
3. Responsibility
4. Achiever
5. Intuition

I enjoy instructing, training and offering assistance to people that is individualized to their preferences. I like to think through each piece of a larger concept before making a decision. I love opportunities to learn new things. Following through on my commitments is a priority and I get stressed when I am unable to do that. I get recharged by doing meaningful work. I need quiet time to gather information and process my thoughts.

Replies build on original post

Dana Belcher
I see Marla's 'achiever' strength on a daily basis. She reminds me of a bee, always doing something without much rest in between tasks.

Patrick Baumann
I see Marla's 'learner' strength, particularly regarding the annual report appendix. She worked tirelessly to create a template for the rest of us because she saw a need to improve the existing process. She also provided a great deal of input in liaison training, where there was also a need.

Calamhla Tallon
In our work together, Marla has constantly proved herself to be a conscientious and responsible team member. No matter what task I need her to undertake for the ES Committee, I know I can...
Strengths Quest Activity Schedule

- Jan 4 - Overview (5 min in Librarian’s Meeting)
- Jan 25 - Open a new discussion thread. List your top five strengths and write a paragraph describing your strengths. You can use sentences that describe you from the Strengths Quest descriptions or you can write your own.
  - For the librarians’ meeting, prepare a one sentence answer to the following question: What surprised you in your report?
- Feb 1 - Read others’ paragraphs
  - On the discussion board, reply to each librarian’s paragraph. Tell either 1. When you saw one of their strengths in action or 2. A strength you learned about them.
- Feb 8 - Mar 8
  - There are descriptions of each strength beginning on page 37 of Strengths Finder 2.0. This description includes “ideas for Action” and “Working with Other Who Have [name of strength]”. There are more ideas for actions and a section called “Leading Others With Strong [name of strength]” beginning on page 101 of Strengths Based Leadership. Please read the section from both books for one of your strengths. Choose at least 1 idea for action and 1 thing you want others to know about working with you. Post to the thread you started with the previous activities with the name of your strength, your idea(s) for action and what you want others to know about working with you. We will continue this activity each week until everyone has completed all 5 strengths.
- March 15
  - For each of your strengths, write a sentence about how this strength helps you in your personal and work life.
- April 5
  - How do your strengths work together to make your superpowers?
- Post by April 12, discuss in meeting April 12 and 19
  - How can your strengths combine with those of others on our team? You can choose to write about a specific person’s strengths or choose a specific strength that one or more people on our team possess (Restorative, for example). Or you can choose how your strengths combine with each individual on the team.
- May 17
  - Read chapter 1 of Emotional Intelligence 2.0 and complete the Emotional Intelligence Appraisal.
- May 24 - July 12
  - Read 1 chapter each week of Emotional Intelligence 2.0 and bring comments to the Librarians’ Meeting.
Lessons Learned

- Get copies of the book for everyone - with the code
- Make a plan and keep on task
- People go at their own pace
  - Remain flexible - give people time to process
  - Schedule time for open discussions
- Be prepared to give feedback
- Be honest
- Be up front with what you are doing
  - Not everyone can have a harmonious work environment
- Not easy to set notifications
  - All participants must have notifications set on
  - Might have to add the page to your white list
Questions?

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