

## From micro to macro – a strength-based approach in the workplace

Gudrun Snorraddottir [gudrun@gudrunsnorra.com](mailto:gudrun@gudrunsnorra.com)

[www.gudrunsnorra.com](http://www.gudrunsnorra.com)

"A strength is a pre-existing capacity for a particular way of behaving, thinking, or feeling that is authentic and energizing to the user, and enables optimal functioning, development and performance." (Alex Linley).

In this workshop, participants will learn how to use individual strengths, team strengths and finally as in a whole organisational approach. Having been working with strength-based approaches in organisations for the last decade, Gudrun Snorraddottir is a well-experienced practitioner in the field of strengths. Some of the learning objectives in the workshop are the following:

How to combine coaching techniques when looking at individual strengths?

What to do after you got your strength profile, based on science and curiosity?

How to use the VIA strength in the hiring process?

How to use strengths inside the team to work on prejudice and fixed mindset?

How to work with shared responsibilities, roles and projects through strengths?

How to use the „strength - spotter glasses" at work?

How to create the team strengths profile?

How to work on and combine the organisations' values versus the strengths of the team?

Ideas to continue the strength road after the strengths intervention has finished?

### ABOUT THE WORKSHOP

This workshop will focus on how to work with strengths in the workplace, from the individual towards the whole organisation. It will be theoretically based with the main focus on practical tools and exercises. The workshop will bridge aspects from positive psychology to the reality of organizations facing an ever-changing world.

### FORMAT

An interactive workshop, filled with theoretical and practical tools, led by a well known and experienced practitioner. This workshop is intended to provide a creative journey, where we learn about strengths in the workplace while being experimental and playful.

### IDEAL AUDIENCE

Anyone interested in expanding their knowledge, experience, and application of psychological safety and creating trust in teams – this includes (but is not limited to):, Coaches, Positive Psychology students, Educators and Positive psychology practitioners.

## WORKSHOP LEADER

Gudrun Snorradóttir – MSc Applied positive psychology and PCC executive coach.

Gudrun Snorradóttir is one of the most sought-after executive leadership coaches in Iceland. She has created a unique set of relatable and practical strategies for leaders to develop and flourish as human beings by combining more than a decade of senior leadership experience with her passion for cutting-edge research in positive psychology. Gudrun is a motivational speaker, an educator, HR consultant, certified Appreciative Inquiry trainer and a PCC executive coach. She has practised Positive Psychology since 2009 as a leader and as an HR consultant. She is the founder and CEO of her company, Human Leader.