



STRENGTHS-POWERED LEADERSHIP

Development Workshops





At Thingq Positiv, we believe growth happens when people build on what makes them naturally strong.

Backed by positive psychology research, our workshops help leaders discover, develop, and leverage the strengths they naturally excel at.



Our four workshops help leaders and teams boost strengths, communication, efficiency, and resilience.

LEADING WITH STRENGTHS

Discover your authentic leadership style and "leadership superpowers." Learn which of the four leadership zones (Change, People, Results, or Culture) energizes you most.

TEAM STRENGTHS DISCOVERY

Turn frustrating behaviors into team assets. Using the FLIP Method, transform a perfectionist into a quality guardian and a questioner into your risk radar.

BUILDING RESILIENT TEAMS

Move from stress to strengths. Map your resilience styles, audit your energy, and create "Sprint & Recover Plans" to sustain peak performance without burnout.

STRENGTHS IN COMMUNICATION

Navigate communication differences. Identify the four natural styles (Connector, Clarifier, Catalyst, Commander) and use the BRIDGE Method to resolve conflicts and improve meetings.

LEADING WITH STRENGTHS



LEADING WITH STRENGTHS

Discovering Your Unique Leadership Style



The Challenge

Leadership can feel overwhelming when it's approached with a one-size-fits-all mindset. Many programs emphasize generic models or encourage imitating others, which can leave leaders feeling disconnected from their own strengths. What often goes untapped are the unique talents each leader already brings. Unlocking and building on those natural strengths transforms leadership from a struggle into a source of energy, confidence, and impact.

The Solution

This 4-hour workshop is designed to help you discover what makes you a natural leader. Through practical exercises and real-world scenarios, you will identify your authentic leadership strengths and learn to use them flexibly, knowing when to lean in and when to step back. There are no heavy theories or extra assignments, just clear, practical insights you can start applying immediately.

What You'll Learn

- Your Leadership Superpowers: Discover which leadership activities energize vs. drain you
- The 4 Leadership Zones: Find your sweet spot - Change, People, Results, or Culture
- The Volume Control Method: Learn when to amplify or moderate your strengths
- Your Leadership User Manual: Create a simple guide so others can work with you effectively
- Meeting Transformation: Redesign one meeting using your natural strengths
- Stop/Start/Continue Plan: Identify what to delegate and what to own

Expected Outcomes

- Immediately: Know your top 5 leadership strengths and energy zones. Run meetings differently.
 - Within Weeks: Lead from your strengths, partner effectively with others
 - Long-term: Sustainable leadership that energizes rather than exhausts you
- approach that energizes capabilities, authentic leadership brand others recognize and respect

TEAM STRENGTHS DISCOVERY



THE OPPORTUNITY

Transform your team's most challenging members into valuable assets by recognizing that their difficult behaviors often hide powerful strengths operating in the wrong context.



THE CHALLENGE

Stop wasting countless hours managing "problematic" employees with traditional approaches that rarely work, and discover how their friction-causing traits can become competitive advantages.



NEXT STEPS

Contact us to explore how this workshop can transform your team's dynamics. We schedule the session at your facilities and begin implementing real changes within 30 days.



THE BENEFITS

Gain practical tools for immediate application, shift from problem-centered to strength-based development, and improve team dynamics through better understanding of individual contributions.



THE SOLUTION

Learn the systematic FLIP methodology to identify hidden talents, create environments where natural abilities become competitive advantages, and channel existing strengths toward organizational objectives.

TEAM STRENGTHS DISCOVERY

From Challenging to Valuable



The Challenge

Every team has a mix of personalities and styles. There's the perfectionist who wants to get everything just right, the questioner who pushes for clarity, or the quieter member who rarely speaks up. These differences can sometimes be frustrating—but what if they weren't obstacles to fix? What if they were untapped strengths that, when understood and valued, could make the whole team stronger?

The Solution

En esta sesión de 4 horas, descubrirás una nueva forma de ver la dinámica de equipo a través del Método FLIP. Usando escenarios reales del lugar de trabajo, el taller te ayuda a replantear comportamientos frustrantes y a reconocer las fortalezas detrás de ellos.

El perfeccionista se convierte en tu guardián de la calidad. El inquisidor, en tu radar de riesgos. Con herramientas sencillas y prácticas, los líderes y los equipos obtienen nuevas perspectivas que fortalecen la colaboración y mejoran los resultados, sin necesidad de un título en psicología.

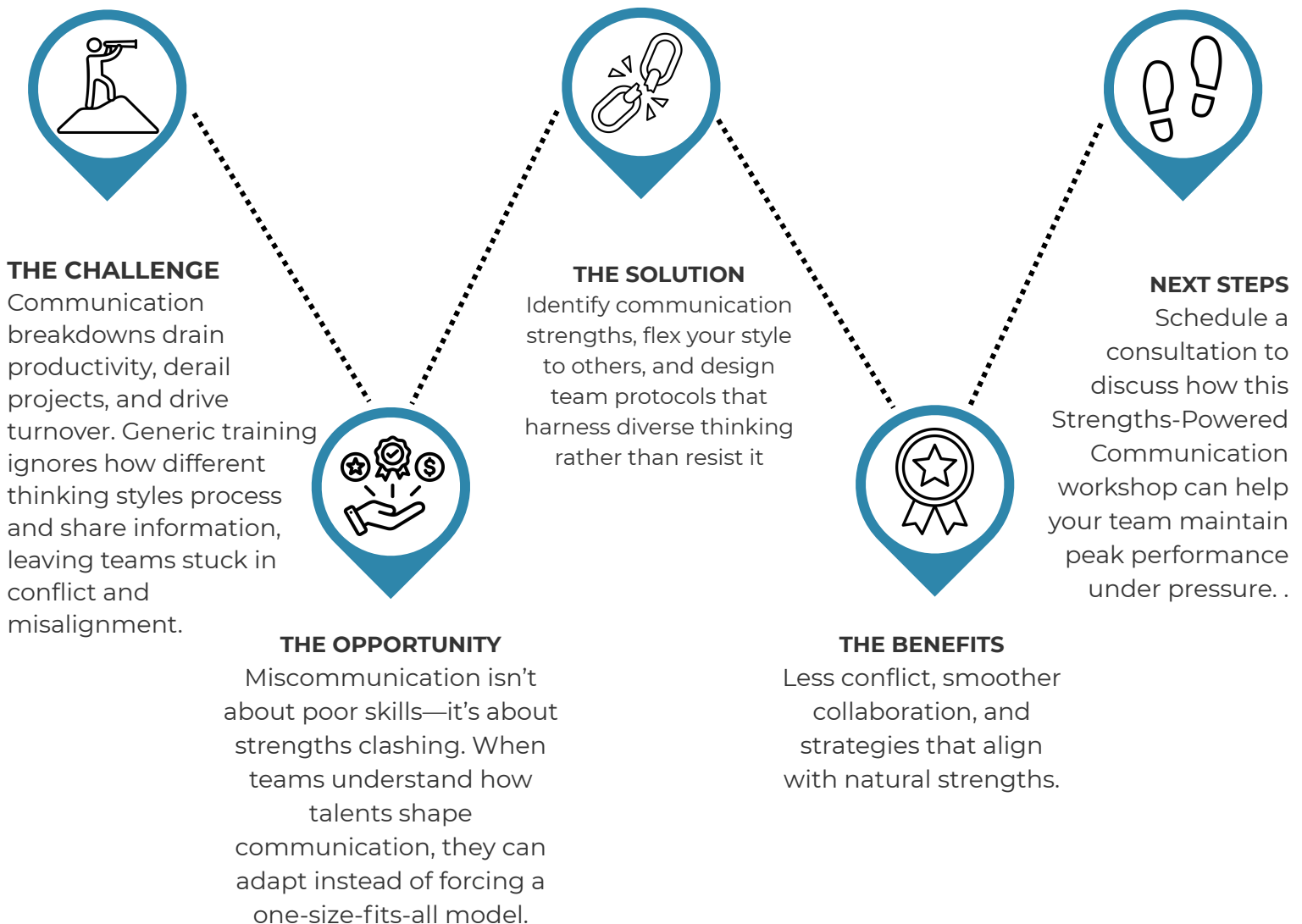
What You'll Learn

- The Assumption Audit: Uncover biases that create "invisible cages" for team members
- Pattern Recognition: Practice spotting strengths in 10 common "problem" behaviors
- The FLIP Method: Master the 4-step framework to transform any frustration into value
- Strength Archaeology: Become a detective for hidden talents
- Environmental Design: Change conditions, not people
- Immediate Actions: Walk away with specific changes to make tomorrow

Expected Outcomes

- Immediately: See your most challenging person completely differently
- Within Weeks: Transform a frustrating relationship into a productive one
- Long-term: Build teams where everyone's "weakness" becomes an asset

STRENGTHS IN COMMUNICATION



STRENGTHS IN COMMUNICATION

Communication Strengths for Teams



The Challenge

Every team has a mix of styles—detail-focused thinkers, big-picture visionaries, relationship builders, and results drivers. These differences can sometimes cause friction, slow down meetings, or lead to misunderstandings. Traditional communication training often assumes everyone processes information the same way—but in reality, each person brings a unique approach. When teams learn to recognize and value these differences, communication becomes clearer, collaboration stronger, and projects move forward with greater ease.

The Solution

This 4-hour workshop reveals the four natural communication styles on every team. Through quick assessments and practice rounds, you'll learn to spot styles instantly and adapt your approach. Like having a translator for every conversation.

What You'll Learn

- The 4 Styles: Connector, Clarifier, Catalyst, Commander - which are you?
- Team Communication Map: See your team's style patterns and gaps
- The Translation Game: Say the same thing 4 different ways
- Style Spotter's Guide: Quick clues for real-time recognition
- The BRIDGE Method: Resolve style clashes before they explode
- Meeting Design: Include something for every style in 20 minutes

Expected Outcomes

- Immediately: Know your style and spot others' styles
- Within Weeks: Fewer conflicts, faster decisions, better participation
- Long-term: Team communication that just works

BUILDING RESILIENT TEAMS



THE CHALLENGE

Teams face daily pressures, deadlines, and setbacks that sap energy. Traditional stress management overlooks team strengths, leading to burnout, poor performance, and lost talent.



THE SOLUTION

Learn how different strengths contribute to team resilience, identify which talents serve as energy sources versus drains, and create practical systems that help teams recover quickly from setbacks while building long-term stamina.



NEXT STEPS

Schedule a consultation to discuss how this resilience workshop can help your team maintain peak performance under pressure. Available as half-day or full-day programs delivered at your location.



THE OPPORTUNITY

Build teams that thrive under pressure by leveraging natural strengths as sources of energy and stamina. When teams understand how their collective talents create resilience, they develop sustainable approaches to handle stress and maintain high performance.



THE BENEFITS

Develop sustainable energy management systems, reduce team burnout and turnover, and create practical frameworks for maintaining peak performance during high-pressure periods.

BUILDING RESILIENT TEAMS

From Stress to Strengths



The Challenge

Your team is giving their best, but the constant demands are taking a toll. Even top performers feel stretched, and valuable people may be questioning how sustainable it all is. Stress is part of today's workplace, yet individual coping strategies can only go so far. What teams really need is a shared foundation of resilience—so energy is renewed, collaboration strengthened, and performance sustained.

The Solution

This 4-hour workshop transforms team stress into team strength. Through energy audits and resilience mapping, teams discover their collective resources. You'll design practical rituals, assign crisis roles based on natural strengths, and create sustainable performance systems.

What You'll Learn

- Resilience Styles: Rock, Adapter, Motivator, Connector - map your team
- Energy Management: Identify what gives vs. drains team energy
- Sprint & Recover Plans: Design sustainable pace for projects
- Crisis Response Roles: Assign roles based on natural strengths
- 5-Minute Boosters: Daily team rituals that actually work
- Team Resilience Charter: Create agreements that protect energy

Expected Outcomes

- Immediately: Know your team's resilience map and energy patterns
- Within Weeks: Better energy management, faster recovery from pushes
- Long-term: Sustainable performance without constant crisis mode

DAVID ROSS

Workshop Instructor

Founded by David Ross, Thing Positiv uses the principles of positive psychology to help individuals and teams identify, develop, and maximize their strengths—leading to higher performance, stronger engagement, and greater fulfillment.



David brings more than 20 years of leadership and coaching experience across Europe, the Americas, and Asia. His background spans luxury hospitality, resort development, and elite sports, combined with specialized training in applied positive psychology. This international experience allows him to connect effectively with diverse cultures and leadership contexts.

He is currently a Ph.D. candidate in Applied Positive Psychology and holds professional certifications from The Academy of Modern Applied Psychology.

As the author of three books on positive psychology and founder of Thing Positiv, David's passion is helping others by translating complex psychological research into practical tools leaders can apply right away.



All workshops include:

- Comprehensive assessments and professional workbooks
- Applied practice through real-world scenarios
- Delivery in English or Spanish
- On-site facilitation at your organization

To arrange a consultation to discuss how any of these workshops can enhance leadership effectiveness, please contact us.

workshop@thinkpositiv.com
www.thinkpositiv.com

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