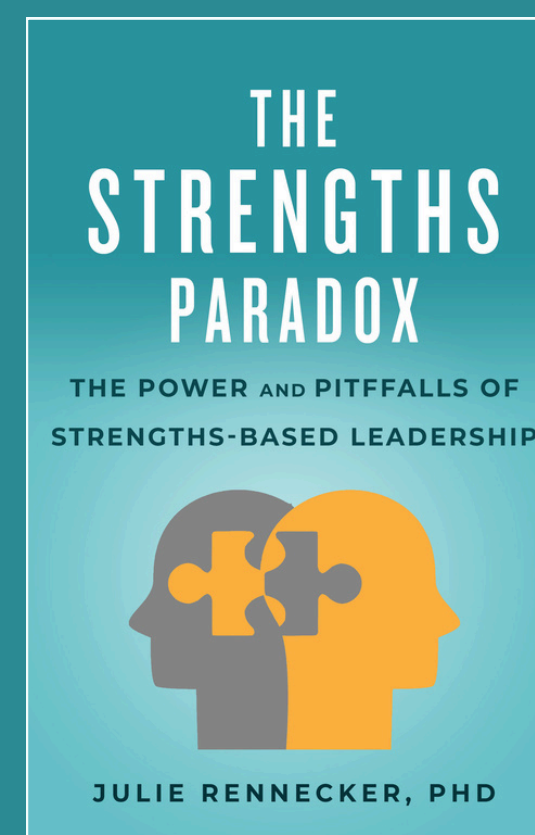


REIN IN OVERDRIVE

Supplementary
Toolkit for



Julie Rennecker, PhD



Dear Team Leader

All of us slip into strengths overdrive from time to time. Whether it's because we're excited about contributing to a challenge we care about or because we're triggered by fear – fear of a product failure, fear of layoffs, fear of getting passed up for a promotion – it's normal to lean into our strengths, the talents and actions that have helped us overcome previous challenges. When our strengths go into overdrive, however, they become a liability – for ourselves and for our team.

The key to dealing with a strength in overdrive is to recognize quickly when we've slipped into overdrive, and rein ourselves in before we derail the team (or our career). This toolkit will help you recognize and repair the Too Much version of overdrive for each of the 24 strengths identified by the Strengthscope® instrument.

Inside, you'll find:

- 📍 a description of what each strength looks like in overdrive
- 📍 the likely negative impacts on the team of each strength in overdrive
- 📍 a short script for addressing and repairing team interaction in real time when each strength goes into overdrive.

Even if you haven't completed the Strengthscope™ assessment, the strengths descriptions coupled with your results from another strength assessment should enable you to identify some of your own overdrive vulnerabilities.

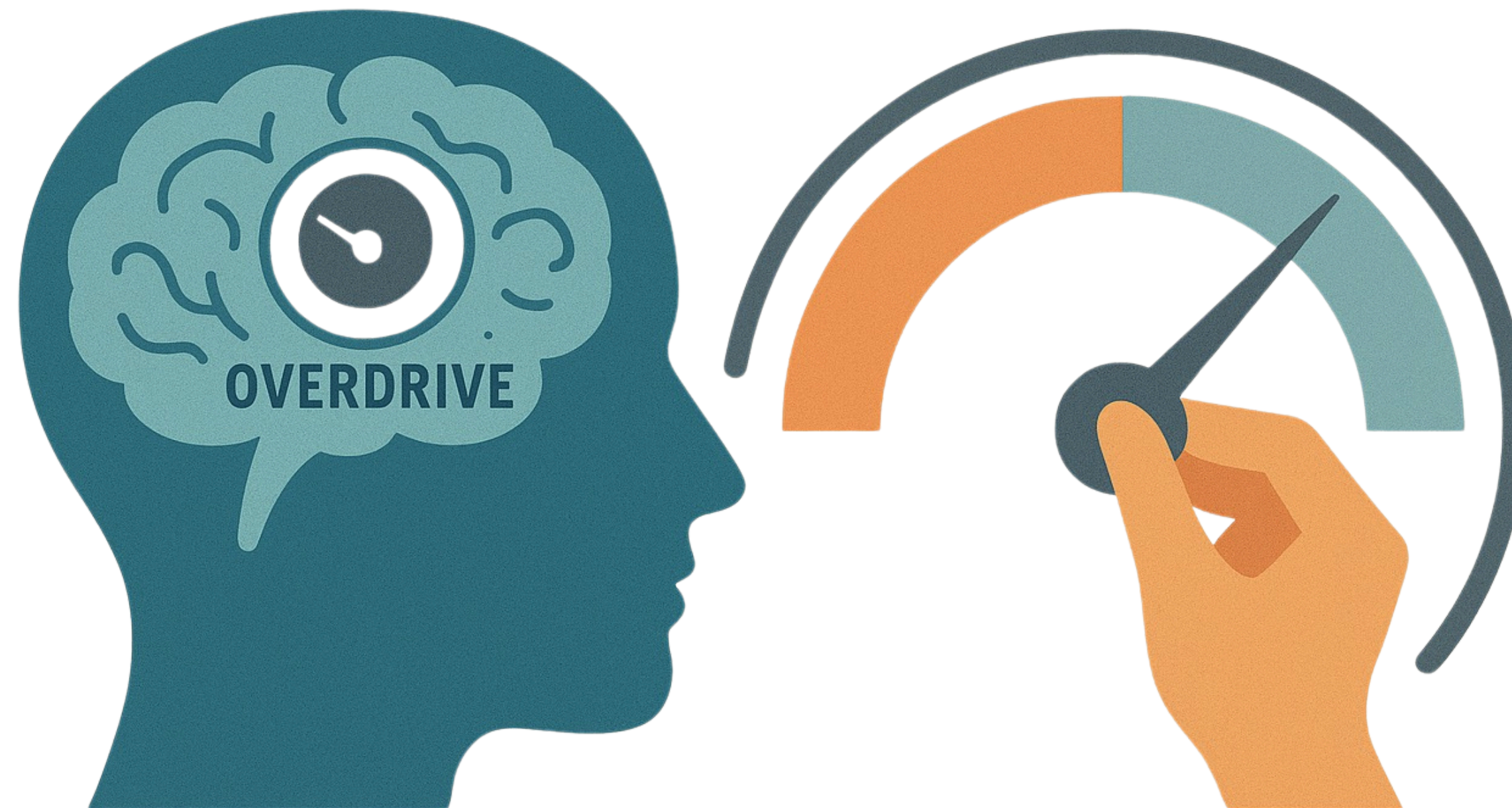
Learning to rein in overdrive will make collaborating easier and more effective, which benefits us all – ourselves, the company, and our coworkers. It also leaves us feeling better about our work and ourselves, helping us bring our best selves to what matters most – our family, friends, and communities.



REIN IN OVERDRIVE TOOLKIT

Instructions

1. Read through the list of strengths and definitions. Identify your top 5-7 strengths.
2. Read the Overdrive Descriptions for each of your top strengths.
3. Identify which of your strengths are most likely to go into overdrive in a work situation.
4. Consider how you will recognize when you've gone into overdrive, and practice saying the Sample Recovery Scripts out loud.





REIN IN OVERDRIVE TOOLKIT

Strength Type	Strength	Strengthscope® Definition	Overdrive Description	Sample Recovery Script
EMOTIONAL STRENGTHS	Courage	You take on challenges and face risks by standing up for what you believe.	Readily take on risky positions and challenges that have a high risk of failure; May be seen as reckless or extreme in defending your position	My Courage strength makes me feel like I always need to speak my mind. Is my input helpful right now?
	Emotional control	You are aware of your emotional 'triggers' and how to control these to ensure you remain calm and productive.	Come across to others as dispassionate, aloof, and 'difficult to read'; Don't share relevant emotions or ideas with others	My Emotional Control strength makes me feel like I don't always want or need to speak up. Will you please ask me if you want my input?
	Enthusiasm	You demonstrate passion and energy when communicating goals, beliefs, interests, or ideas you feel strongly about.	Passion overwhelms others or makes them feel 'bulldozed,' invisible, and/or under-valued.	My Enthusiasm strength makes me almost uncontainably excited when I talk about something I care about. Would you please let me know if I need to 'take it down a notch'?
	Optimism	You remain positive and upbeat about the future and your ability to influence it to your advantage.	Overlook risks or ignore details necessary for success	My Optimism strength makes me look at the bright side of things. Can you help me see what I'm missing here?
	Resilience	You deal effectively with setbacks and enjoy overcoming difficult challenges.	May deliberately take on 'mission impossible' tasks or projects regardless of the value to the overall goal.	My Resilience strength makes me want to take on huge challenges. Can you let me know if I'm pushing too hard?
	Self-confidence	You have a strong belief in yourself and your abilities to accomplish tasks and goals.	Self-belief may cause you to overlook flaws in your thinking or feedback from others; May be perceived as brash or arrogant	My Self-confidence strength makes me sound like I think I have the answer, but I'm open to other ideas. Am I missing something?



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RELATIONAL	Collaboration	You work cooperatively with others to overcome conflict and build towards a common goal.	Seeking out collaboration and consensus when it isn't necessary.	My Collaboration strength causes me to err on the side of consensus. Do we need more consensus or should we just move forward?
	Compassion	You demonstrate a deep and genuine concern for the well-being and welfare of others.	Allow yourself to be taken advantage of and become so immersed in caring for others that it undermines your own work or personal well-being.	My Compassion strength makes me want to help everyone all the time. Is that helpful now or should we set a healthy boundary?
	Developing others	You promote other people's learning and development to help them achieve their goals and fulfill their potential.	Spend excessive time helping and developing others at the expense of achieving your own priorities; May be too quick to give others solutions rather than letting them figure things out	My Developing Others strength makes me always look for ways to include learning opportunities. Do we have time for that now or should we just move forward
	Empathy	You readily identify with other people's situations and can see things clearly from their perspective.	Become so immersed in others' situations that start thinking of them as your own and lose ability to provide objective support	My Empathy strength causes me to see things from others' perspective and sometimes lose objectivity and perspective. Am I going overboard here?
	Leading	You take responsibility for influencing and motivating others to contribute to the goals and success of their team and organization.	Take on leadership role in inappropriate situations so others perceive you as domineering, <i>or</i> others become overly dependent on you	My Leading strength makes me want to take the reins and provide direction, but I don't want to quash others' ideas or initiative. Does someone see another option?
	Persuasiveness	You are able to win agreement and support for a position or desired outcome.	Become focused on getting others to see your view without regard for impact on the team or relationship	My Persuasiveness strength makes me want to convince people. Will you let me know if I'm pushing too hard?
	Relationship building	You take steps to build networks of contacts and act as a 'hub' between people you know.	Relationship building becomes a distraction from pursuing productive goals and commitments	My Relationship building strength makes me want to keep creating new connections. Is that helpful right now?



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THINKING	Common sense	You make pragmatic judgments based on practical thinking and previous experience.	Tendency to dismiss new ideas that don't fit with conventional logic; May stifle creative and inspirational ideas	My Common Sense energizer makes me always look for the 'tried & true' solution, but I don't want to squash others' creativity. Are my suggestions helpful right now?
	Creativity	You generate new ideas and original solutions to move things forward.	Continue generating options when team has moved on to execution; Overlook obvious, tried and tested solutions; Generate unworkable solutions that don't take context into account	My Creativity strength causes me to come up with so many new ideas, I have trouble stopping myself. Do we need more fresh thinking now or should we just move ahead?
	Critical thinking	You approach problems and arguments by breaking them down systematically and evaluating them objectively.	Continuously question or look for flaws in proposed solutions; Perceived by others as 'negative' or 'overly critical.'	My Critical Thinking strength makes me see everything that might not work. I'm trying to save us hassles down the road but know I can come across as overly critical. Would you like to hear my observations now or would you rather I wait?
	Detail orientation	You pay attention to detail in order to produce high-quality output, no matter what the pressures.	Tendency to spend too much time on detail, losing perspective on the overall goal; May be perceived as 'perfectionist.'	My Detail Orientation strength makes me need a certain amount of information before I feel comfortable moving forward. Could I ask a few more questions or could we make time for my questions later?
	Strategic mindedness	You focus on the future and take a strategic perspective on issues and challenges.	Become so focused on the 'big picture' and future scenarios that you ignore the current reality.	My Strategic-minded strength makes me tend to focus on the future and the big picture. Is that what we need to be doing right now or are there more pressing matters we need to focus on?



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EXECUTION	Decisiveness	You make quick, clear, and confident decisions even when faced with limited information.	Hasty decision-making without considering alternatives or possible outcomes.	My Decisiveness strengths makes me want a decision 'NOW' even if we're missing key information. Can we move forward or are we missing key data that will be available soon?
	Efficiency	You take a well-ordered and methodical approach to tasks to achieve planned outcomes.	May be perceived as inflexible, not open to new information as project unfolds	My Efficiency strength makes me want a clearly defined process for everything. Is that something we need right now?
	Flexibility	You remain adaptable and flexible in the face of unfamiliar or changing situations.	May have a preference for change for change's sake without regard for implications; May be viewed as 'restless'	My Flexibility strength makes me love change, but I don't want to push for change for change's sake. Is change or stability more important in this situation?
	Initiative	You take independent action to make things happen and achieve goals.	Habitually start new tasks or activities without considering their chances of success or political implications	My Initiative strength makes me excited to start new things. Do we have the bandwidth to start something new right now?
	Results focus	You maintain a strong sense of focus on results, driving tasks and projects to completion.	In driving for outcome, may have tendency to overlook stakeholder needs or concerns	My Results focus strength makes me want to "check things off my list" as done. Am I pushing us too hard or too fast?
	Self-improvement	You draw on a wide range of people and resources in the pursuit of self-development and learning.	Become overly-focused on acquiring new knowledge for its own sake without regard for usefulness or relevance for team	My Self-improvement strength makes me want to learn more and gather additional information. Do we have time for that right now?



REIN IN OVERDRIVE TOOLKIT

Next steps?




Your Strengths Mastery Journey Doesn't End Here

While the Rein in Overdrive Toolkit provides practical, actionable guidance you can implement immediately, many teams find that working with an experienced partner accelerates their progress and ensures lasting results. Reach out if you need help transforming your team's talent into effective performance and simultaneously improving their well-being.

About Syzygy Team Solutions

In today's interconnected world, teams that collaborate effectively across professional and geographic boundaries gain a decisive competitive advantage over those that don't. At Syzygy Team Solutions, we understand that even high-performing teams sometimes encounter overwhelming challenges. Whether the challenges come from the marketplace, a senior leader shakeup, supply chain disruptions, a new competitor, or unexpected personnel losses, professional teams are experiencing unrelenting pressure to both "stay on course" and "adapt."

Our evidence-based methods and practical tools help teams harness individual and collective strengths to:

-  **Navigate complex change.**
-  **Transform conflicts into opportunities.**
-  **Achieve sustainable results.**

We have programs and formats to accommodate a wide range of budgets and schedules including Executive coaching, Peer coaching groups, Team workshops, and Keynote presentations.



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Ready to take the next step?

Schedule a Consultation

Book a complimentary 30-minute strategy session to discuss your team's specific challenges and goals.

Contact us

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