BUILT ENVIRONMENT
INTEGRATION
TASK TEAM

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BEITT Strengths Finder

STRATEGIC THINKING	EXECUTING
INFLUENCING	**RELATIONSHIP BUILDING**

https://www.gallupstrengthscenter.com/home/en-us/cliftonstrengths-themes-domains
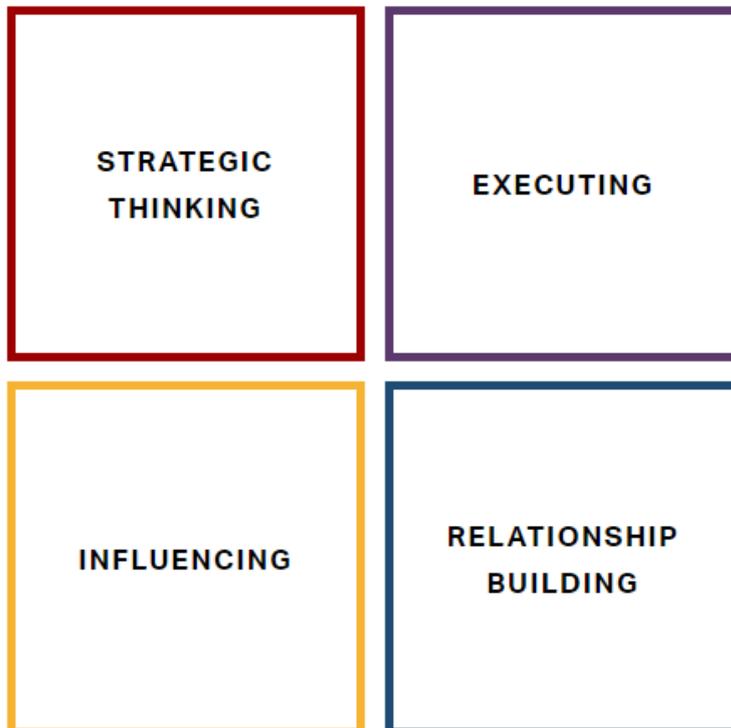
Introduction

The Built Environment Integration Task Team held a learning retreat at the Earth Rise Mountain Lodge in the Free State from 7-9 July 2019. The theme that the retreat focused on was skills and capacity of cities built environment practitioners. As an input to the retreat each of the attending members was asked to complete an online skills and strengths assessment (https://www.gallupstrengthscenter.com). This report presents a compilation and brief analysis of the top 5 group results of the assessment.

The Results

Although the strategic thinking strength dominates the groups Top 5, especially the top 2, each team member's top 5 strengths cut across at least 3 of the 4 domains with some team members displaying a balance of top 5 strengths across the 4 domains. Each of these strengths are covered in more detail in the individual reports generated by the online system.

First Name	Last Name	Theme 1	Theme 2	Theme 3	Theme 4	Theme 5
Siyabonga	Bakumeni	Analytical	Significance	Strategic	Focus	Activator
Geoffrey	Bickford	Ideation	Learner	Strategic	Achiever	Relator
Shaakira	Chohan	Competition	Strategic	Restorative	Empathy	Activator
yasmin	COOVADIA	Strategic	Learner	Adaptability	Responsibility	Intellection
Richard	Goode	Analytical	Input	Intellection	Deliberative	Connectedness
George Lesego	Lebelo	Strategic	Learner	Self-Assurance	Deliberative	Belief
Gcinekile	Luthuli	Learner	Strategic	Responsibility	Deliberative	Relator
Dennis	Madumo	Learner	Responsibility	Futuristic	Restorative	Self-Assurance
Chuma	Mbambo	Relator	Individualization	Arranger	Activator	Achiever
Dawn	McCarthy	Ideation	Intellection	Relator	Achiever	Learner
Thandeka	Mlaza-Lloyd	Restorative	Responsibility	Positivity	Learner	Developer
Rehana	Moosajee	Intellection	Connectedness	Strategic	Input	Learner
Adrian	Peters	Strategic	Belief	Connectedness	Self-Assurance	Learner
Eric	Raboshakga	Relator	Positivity	Achiever	Arranger	Analytical
Thuletho	Zwane	Relator	Strategic	Intellection	Self-Assurance	Connectedness

Analysis

The BEITT retreat team top 2 strengths are dominated by strategic thinking with some relationship building and execution strengths and very limited influencing strengths. From the 3rd top strengths a more balanced set of strengths is evident across strategic thinking, relationship building and executing. Its is only from the 4th strength that executing contributes significantly to the groups overall result. Influencing strengths remain limited across the top 5 of all BEITT retreat team members.
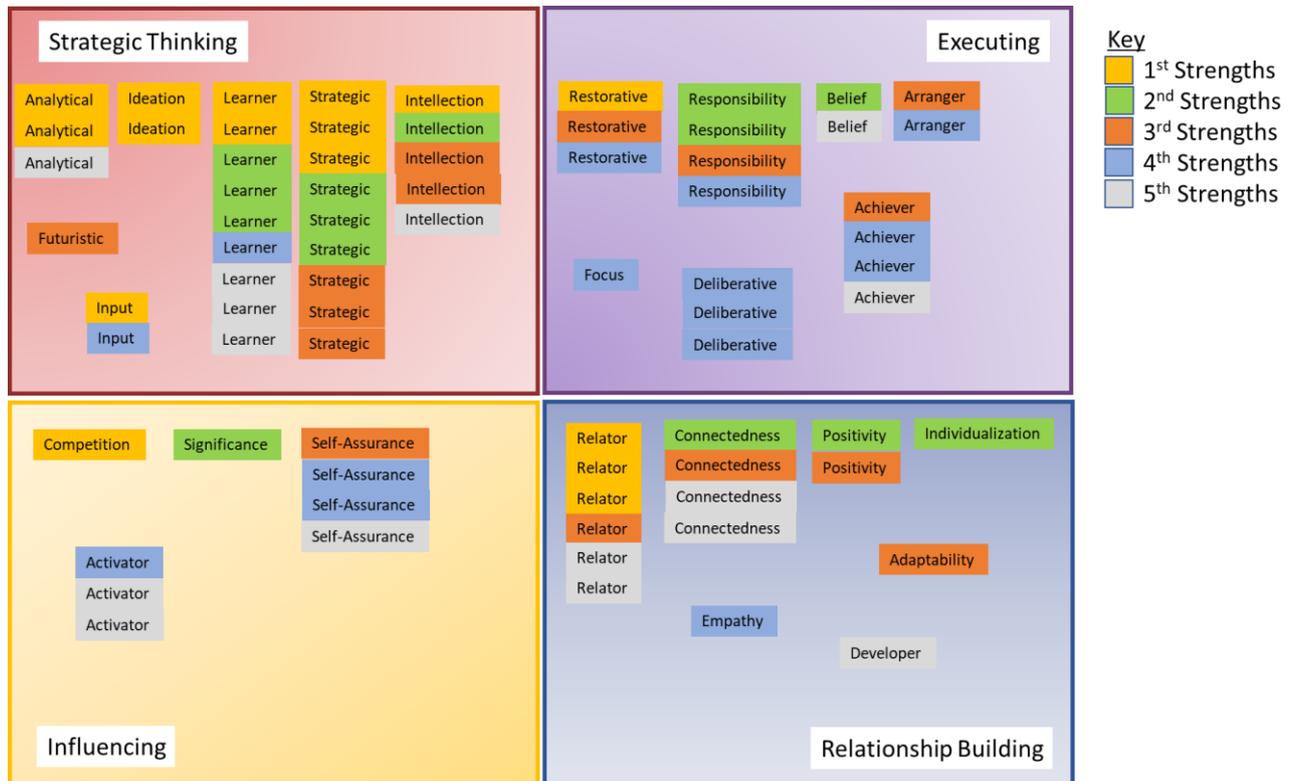
Conclusion

The exercise highlighted the importance of understanding more than just the qualifications of individuals in a team. Often, we do not have a string understanding of the full range of strengths our teams possess. Empowering teams with an understanding of their strengths and areas of improvement was seen to be very valuable. Understanding the strengths that exist in teams and playing to those strengths can improve project delivery and performance. The BEITT has identified the dissemination of the work it is doing as an opportunity to grow in the influencing domain, but also to leverage on the strengths that do exist to drive performance in our respective institutions. Many BEITT members indicated an interest to get a similar assessment completed for their own teams.