

Together We Transform Lives

The logo features the word "TEAMMATES" in a large, bold, red, serif font, with a small "SM" trademark symbol at the top right. Below it, the words "MENTORING" and "of LINCOLN" are written in a smaller, red, sans-serif font. The entire logo is centered between two thick, horizontal grey bars.

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Gallup StrengthsQuest Cards

Information for TeamMates mentors and mentees (grades 9-12) to understand and discuss their strengths

Start the Conversation

1. Which one of your strengths is your favorite? Why?
2. Name a person you admire in your life. Why do you admire them? What are their strengths?
3. What is your favorite class? How do your strengths help you in that class?
4. Describe your closest friend. What strengths are similar/different than yours?
5. How can you contribute your strengths to solving a problem?
6. Who is your favorite athlete or celebrity? What strengths help them to be successful?
7. What is your definition of success?
8. How do you use your strengths in your everyday?
9. What realization about yourself did you make this week? Does it follow your strengths?
10. What would your friends say you do well?
11. How are you using your strengths to tackle things to do this week?
12. How have you used your strengths to help someone?
13. What tips about your strengths would you give to others?

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Achiever

You have a great deal of stamina and hard work.

You take great satisfaction from being
busy and productive.

Gallup StrengthsQuest-1

Explore Deeper

1. What goals are you working toward? Who knows about them?
Who gives you feedback?
2. What do you feel a sense of urgency about this week?
3. Tell me about a current challenge you face at school.
What steps are you taking to overcome it?
4. Tell me about a typical day for you.
What do you enjoy about your day?

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Activator

You can make things happen by
turning thoughts into action.

You are often impatient.

Gallup StrengthsQuest– 2

Explore Deeper

1. Tell me about something that you have made happen.

How did you feel about it?

What reaction did notice from those around you?

2. What spurs you to take action quickly?

3. How do you typically start taking action?

What is your system for getting things going?

4. When you are in a group, are you the person who asks others to take action? Do they take action?

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Adaptability

You tend to “go with the flow.”

You tend to take things as they come and discover the future one day at a time.

Gallup StrengthsQuest– 3

Explore Deeper

1. What needs to be done today? What are you responding to?
2. What do you like about today? What have you enjoyed today?
3. What in your life is going so well that you can't think of a way to make it better?
4. Did you use your flexibility today? What happened?
How did things work out?

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Analytical

You search for reasons and causes.

You have an ability to think about all the factors that
might affect a situation.

Explore Deeper

1. What feeds your analytical need?
2. Who is fun to talk to about factors in a situation?
3. Who might benefit from information and facts you know?
4. What information have you considered recently?

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Arranger

You can organize, but also have a flexibility that complements this ability.

You like to figure out how all of the pieces and resources can be arranged for maximum productivity.

Explore Deeper

1. What big event have you planned or are planning?
2. What do you like best about pulling all the pieces together?
3. List everything you have going on at the moment.
4. When do you call on your friends and/or family to help you?

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Belief

You have certain core values that are unchanging.
Out of these values emerges a defined purpose for
their life.

Gallup StrengthsQuest– 6

Explore Deeper

1. Have you taken the opportunity to list your core values?
What ideas come to mind first?
2. Who influenced your beliefs? How?
3. Who depends on you? Whom do you depend on?
Do the two of you have shared beliefs?
4. How do your beliefs influence your decisions?

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Command

You have presence.

You take control of a situation and make decisions.

Gallup StrengthsQuest-7

Explore Deeper

1. Who are you in charge of at school or at home?
2. Are you thinking of leading anything in the future? What?
3. Whom have you persuaded lately? About what?
4. What do you like about being in charge?

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Communication

You find it easy to put your thoughts into words.

You are a good conversationalist and presenter.

Explore Deeper

1. Do your friends say you can get anyone talking?
2. How do you like to tell stories?
3. How does your communication help you at school? At home?
4. What is a favorite story that you've told recently?

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Competition

You measure your progress against
the performance of others.

You strive to win first place and revel in contests.

Explore Deeper

1. What “scores” matter the most to you?
2. What are you currently keeping track of/score on?
3. Whom do you like competing against? Why?
4. What contests are you in?



Connectedness

You have faith in the links between all things.

You believe there are few coincidences and that almost every event has a reason.

Explore Deeper

1. Tell be about one of two of your beliefs.
2. Do you have a sense of purpose in life? What is it?
3. Whom do you share your beliefs with?
4. Whom do you admire? What does he or she believe in?



Consistency

You are keenly aware of the need to treat people the same.

You try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

Explore Deeper

1. Tell me about your day. Do you follow a structure?
What did it look like?

2. Do you treat your friends the same?
How do you make sure that happens?

3. How does it make you feel when people are treated differently?
What do you want to do to help that change?

4. Where in your school do you see examples of fairness?

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Context

You enjoy thinking about the past.

You understand the present by researching its history.

Gallup StrengthsQuest– 12

Explore Deeper

1. What history interests you? Whom do you learn history from?
2. How do you collect and organize your memories?
3. How do you learn from the past?
How can that help you to be successful?
4. Do you observe things elsewhere that you think we should incorporate into our discussions?

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Deliberative

You are best described by the serious care you take in making decisions or choices.

You anticipate the obstacles.

Explore Deeper

1. How would others describe you?

Do others see you as a serious person?

2. Do you know what is expected of you each day? If so, what?

3. How do you help others think through decisions?

4. Tell me about your close friends.



Developer

You recognize and cultivate the potential in others.

You spot the signs of each small improvement and
derive satisfaction from these improvements.

Explore Deeper

1. Whom are you currently helping?
Whom have you helped recently?
2. What do you like about helping others?
3. Who has helped you grow?
4. Have you recognized or rewarded anyone recently?

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Discipline

You enjoy routine and structure.

Your world is best described by the order you create.

Explore Deeper

1. How do you like to have your day structured?
How does order help you?
2. What have you put a system or order to recently?
3. Have you helped or tried to help someone else get organized?
4. What makes a great day for you?

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Empathy

You can sense the feelings of other people by imagining yourself in others' lives or others' situations.

Gallup StrengthsQuest– 16

Explore Deeper

1. Tell me about feelings you have noticed in another person today.
2. What friends come to you to listen/talk?
3. How can you use your strength to help others at school?
4. How do you respond when you notice a friend/student having a bad day?

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Focus

You can take a direction, follow through, and make corrections necessary to stay on track.

You prioritize, then act.

Gallup StrengthsQuest– 17

Explore Deeper

1. What are your goals right now? Who knows about them?
Who can help you?
2. How do you keep track of your progress towards your goals?
3. Where do you see yourself in the future?
How are your goals helping you achieve that?
4. How often should we talk about your
development, needs, and goals?



Futuristic

You are inspired by the future and what could be.

You inspire others with your visions of the future.

Explore Deeper

1. What is your vision for the future?
Have you shared it with anyone? Whom?

2. What difference would you like to make in your community/school? How can you create a future in which you can make that contribution? Who can help you?

3. What plans do you have for your future?

4. What are you putting into action right now?

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Harmony

You look for consensus.

You don't enjoy conflict; rather, you seek areas of
agreement.

Gallup StrengthsQuest– 19

Explore Deeper

1. Tell me about a group/team you feel a part of.
What is your contribution to that team?

2. How do you feel when there is conflict?
How do you help others to find agreement?

3. What is an example of a time when you have seen the
practical side of something? What was it?

4. When do you ask friends or others to help you?

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Ideation

You are fascinated by ideas.

You are able to find connections between seemingly
disparate phenomena.

Gallup StrengthsQuest– 20

Explore Deeper

1. What new idea are you excited about?
With whom do you share your ideas?
2. What in your life is going so well that you can't even brainstorm a way to make it better?
3. How do you get your best ideas?
4. What ideas do you have to help improve your community/school?



Includer

You are accepting of others.

You show awareness of those who feel left out, and
make an effort to include them.

Explore Deeper

1. Whom have you helped become part of a group lately?
2. How have you helped someone feel as though they are a part of a group in the past few weeks?
3. How can you better include people in your daily life and activities?
4. What is it about the differences between people that interests you?



Individualization

You are intrigued with the unique qualities of each person.

You have a gift for figuring out how people who are different can work together productively.

Explore Deeper

1. Tell me about your best friend. What is unique about him or her?
2. Who is your favorite teacher? Tell me about him or her.
3. How do you identify the strengths of others– what they do well?
4. Have you helped others make the best of what they are great at?
When? How?

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Input

You have a craving to know more.
You often like to collect and archive
all kinds of information.

Gallup StrengthsQuest– 23

Explore Deeper

1. What do you want to know the most about?
How can you learn about it?

2. How do you like to learn? Whom do you like to learn from?

3. Tell me about something you are reading.
What is next on your list? What interests you?

4. What/whom do you find interesting?

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Intellection

You are characterized by your individual activity.

You are introspective and appreciate
intellectual discussions.

Explore Deeper

1. What have you been thinking about? Are you able to reserve time each week to think? How?
2. What big ideas would you like to think about or discuss?
3. Which class or activity stimulates your thinking?
4. What/whom do you find intellectually stimulating?

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Learner

You have a great desire to learn and want to
continuously improve.

In particular, the process of learning, rather than the
outcome excites them.

Explore Deeper

1. Of your current classes or reading, what are you most excited about?
2. Do you get involved in discussions in class?
What do you like to learn about?
3. With whom do you like sharing or discussing ideas?
4. What would you like to learn more about?

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Maximizer

You focus on strengths as a way to stimulate personal
and group excellence.

You seek to transform something especially talented
into something superb.

Explore Deeper

1. What in your life could be better? How can you make it better?
2. How can you make the lives of others better? What needs to change and how can you help make that change?
3. How can you help your friends best understand their strengths?
4. What in your life is good but could be great?

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Positivity

You have an enthusiasm that is contagious.

You are upbeat and can get others excited about what they are going to do.

Explore Deeper

1. Have you helped your friends have fun lately? Tell me about it.
2. How do you feel when you are faced with a challenge?
How do you manage that situation?
3. Tell me about your outlook on life. Do others notice?
4. Tell me about a time that you made another
person smile or laugh.

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Relator

You enjoy close relationships with others.

You find deep satisfaction in working hard with
friends to achieve a goal.

Explore Deeper

1. With what friends do you like to spend most of your time?
Tell me about them. What do you like about each one?
2. Tell me about the friend you have known the longest.
3. What does being a friend mean to you?
4. Whom can you depend on?

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Responsibility

You take psychological ownership of what
you say you will do.

You are committed to stable values such
as honesty and loyalty.

Explore Deeper

1. What do you feel responsible for right now?
2. Do you ever feel guilty? For what? When?
3. Would you like more responsibility at home or school?
How can you get it?
4. If you could change two things about school for the better,
what would they be?

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Restorative

You are adept at dealing with problems.

You are good at figuring out what is wrong
and resolving it.

Explore Deeper

1. Tell me about something you have fixed or made better recently.
2. Do you like to keep your eyes open for things that need your attention or fixing?
3. Do you get a kick out of solving problems? What problems have you solved recently? How did you solve them?
4. If you could change one thing for the better, what would it be and how would you change it?

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Self-Assurance

You feel confident in your ability to
manage your own life.

You possess an inner compass that gives you
confidence that your decision is right.

Explore Deeper

1. How does your intuition guide you?
2. What are you sure you can do?
3. What risks have you taken recently? Tell me about your confidence level when you take risks.
4. Is there an organization or group that you are attracted to?

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Significance

You want to be very important in the eyes of others.

You are independent and want to be recognized.

Explore Deeper

1. For what do you like to receive recognition?
What type of recognition do you prefer?
2. From whom do you want to receive recognition?
3. Where or when have you shown how significant
your contributions can be?
4. Do you ever leave an activity knowing you made a difference?
Tell me about it.

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Strategic

You create alternative ways to proceed.

Faced with any given scenario, you can quickly spot
the relevant patterns and issues.

Explore Deeper

1. What goal have you met recently? Tell me about a way that you have chosen to meet a goal. How did you select that route?
2. When others see only the pieces, how do you help them see the big picture?
3. Have you helped a friend make a decision? How did it help?
4. Do you ever think about action you can take to positively affect another person? Tell me about it.



Woo

You love the challenge of meeting new people and
winning them over.

You derive satisfaction from breaking the ice and
making a connection with another person.

Explore Deeper

1. Do you like to meet new students? How have you helped a new student recently?
2. Would you rather spend time with people you already know or time with new friends? Why?
3. How do you engage people in conversation?
4. Do you like to meet and greet at social functions? How does that affect others or the environment?

Want to take the Gallup StrengthsQuest?

Contact the Lincoln TeamMates office
and request a strengths training!

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5905 O Street, Lincoln, NE 68510 · (402)436-1990 · www.lincolnteammates.org

