



Region IV Public Health Training Center

A MEMBER OF THE PUBLIC HEALTH LEARNING NETWORK

## Public Health Practice Academy

The Region IV Public Health Training Center (R-IV PHTC) offers a series of six-hour skill-based professional development workshops to state, district and local health departments called the Public Health Practice Academy (PHPA). The goal of the PHPA series is to provide public health professionals—especially those serving underserved populations and areas—with core skills\* that can be used in public health practice. The trainings are appropriate for those without extensive formal training in public health as well as for seasoned public health professionals who are interested in a refresher.

R-IV PHTC partners with public health districts, departments and agencies to host PHPA workshops. Workshops in the series are offered free of charge to host organizations and participants. The host organization is asked to provide a training space and assistance in promoting the training. While the host organization receives priority registration, workshops may also be promoted outside of the organization in order to maximize resources. Workshops generally accommodate 30-50 participants, depending on the topic and room capacity.

\*The R-IV PHTC selects priority skills and competencies based on the National Consortium for Public Health Workforce Development's [Building Skills for a More Strategic Public Health Workforce: A Call to Action](#) and the Council on Linkages Between Academia and Public Health Practice's [Core Competencies for Public Health Professionals](#).

### Workshops in the Public Health Practice Academy series:

- **\*NEW\* 5 Voices of Leadership: Transforming Team Communication**
- **Community Assessment: Making Data Count**
- **Community Engagement for Public Health Planning**
- **Data Analytics for Public Health**
- **Introduction to Epidemiology in Public Health**
- **\*NEW\* Managing Change in Public Health**
- **Persuasive Communication in Public Health: Influencing Patients, Partners and the Public**
- **Practical Evaluation Skills for Public Health Practitioners**
- **Program Planning Basics: Turning Good Ideas into Effective Programs**
- **Public Health Informatics: Using Information to Impact Public Health Practice**
- **\*NEW\* Seeking Health Equity: Understanding and Taking Action on the Root Causes of Health Disparities**
- **Social Marketing and Health Communication – Skills for the Public Health Practitioner**
- **Strengths-based Leadership: Creating Workplaces that Work**

To inquire about scheduling a training, contact  
Training & Communications Specialist Hilary Merlin  
at [hilary.merlin@emory.edu](mailto:hilary.merlin@emory.edu) or 404-727-1286.  
[www.r4phtc.org](http://www.r4phtc.org)



IN PARTNERSHIP WITH  
PUBLIC HEALTH  
LEARNING NETWORK



## Public Health Practice Academy

# 5 Voices of Leadership: Transforming Team Communication



### COURSE DESCRIPTION

Most teams only operate at 60% of their potential.

What would it be like if your team was truly high performing? It's easy to prioritize the urgent and important; alignment and execution, but high performing teams start by creating healthy patterns of communication and trusting relationships.

This workshop will enable participants to engage with their team on a journey where that focuses on healthy communication and self-awareness; the fundamental skills to building trusting relationships. When every team member effectively uses their Foundational Voice they, and the team, will flourish. This foundation will create a far richer alignment. Participants will create synergy, valuing team performance over individual performance and create capacity, allowing you to execute with discipline and consistency.

**Trainer:** Alicia Owen, MBA



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Describe the importance of self-awareness in leading self and others
- List strategies to build deeper relational trust and greater collaboration
- Identify the tendencies that influence team effectiveness
- Explain how each voice brings value and contribution to the team



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Communication Skills | Diversity and Inclusion | Leadership and Systems Thinking | Resource Management



### COMMENTS FROM PAST PARTICIPANTS

- Very thought provoking!!! Great for self-awareness and making necessary changes and improvements in thought process and behaviors.
- Ms. Owen went above and beyond to connect with all attendees. The group work was helpful and exercises allowed us to further learn about our strengths and weaknesses.
- A reminder to be deliberate in all aspects of the job and management of my team. The collection of issues and solutions outlined [were useful].





## Public Health Practice Academy

# Community Assessment: Making Data Count



### COURSE DESCRIPTION

The purpose of this one-day interactive training is to provide those working in public health or community-based health organizations with the practical skills needed to conduct a community assessment. Participants learn about the fundamentals of a community needs assessment to inform your program planning process.

**Trainer:** Kirsten C. Rodgers EdD, MSPH, MCHES  
Proximate Learning, LLC



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Implement three types of assessment strategies to determine community needs
- Engage community stakeholders in the community assessment process
- Prioritize data findings based on the community assessment
- Develop recommendations for public health programs



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Analytical/Assessment Skills | Community Dimensions of Practice Skills | Data Analytics | Policy Development/Program Planning Skills



### COMMENTS FROM PAST PARTICIPANTS

- The content and materials were perfect for the timing of projects currently working on and helped tremendously!
- I believe I can now develop a data analysis plan, prioritize community assessment findings and apply the assessment findings to our program goals and objectives
- Thank you for this course! It was a great way to revisit the topic of community assessments and it was great to meet and speak with others in the field currently working on such assessments.
- The content of learning materials exceeded that of many courses I have taken. Very helpful!
- Kirsten was wonderful. Made the class interactive!





## Public Health Practice Academy

# “Nothing About Us, Without Us, Is For Us” Community Engagement for Public Health Planning



### COURSE DESCRIPTION

Participants in this interactive workshop are invited to consider the role of stakeholders from multiple sectors in creating healthier communities. In addition to building cross-sector collaboration, particular attention will be given to ensuring those directly impacted by public health concerns have a voice in decision-making. The workshop will cover practical strategies to identify and engage diverse stakeholders and gather community input; facilitation and participatory planning techniques; and organizational models for collaborative decision-making (from advisory groups to coalitions). Participants will have the opportunity to develop a draft community engagement plan throughout the session and are encouraged to focus on an actual program or policy that could benefit from such a plan.

This training is designed to include health department staff along with community health partners; representatives from public and private sectors that impact community health (e.g., housing, education, economic development, food, environment, transportation); and/or informal sectors and members of the community.

**Trainer:** Moki Macías, MCRP  
Principal, Participant Consulting LLC



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Explain how to conduct a stakeholder analysis
- Describe the benefits and challenges of various information-gathering and engagement strategies
- Describe the benefits and challenges of various collaborative decision-making structures
- Use basic facilitation planning techniques
- Develop a basic community engagement plan



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Community Dimensions of Practice Skills | Diversity and Inclusion | Leadership and Systems Thinking Skills



### COMMENTS FROM PAST PARTICIPANTS

- The content and learning materials were great and very informative. It helped me to think about community engagement in a much more productive and logical manner.
- Moki was very competent and offered great new knowledge and skills that I can and will apply to my professional work.
- The atmosphere was open and everyone felt free to share their information.
- The facilitator was very knowledgeable and hands-on.





## Public Health Practice Academy

# Data Analytics for Public Health



### COURSE DESCRIPTION

This workshop will focus on aspects of data analytics as defined by the de Beaumont Foundation in Building Skills for a More Strategic Public Health Workforce: A Call to Action. Participants will build foundational skills around data analysis and data visualization. The course will focus on leveraging existing internal and external public health data systems to help practitioners identify and address public health issues in their community. Participants will employ evidenced-based approaches for data analytics and visualization to address current and future public health priorities. Additionally, emerging topics in data analytics such as “big data” will be explored.

**Trainer:** Kelley Chester, DrPH  
Principal, C3 Informatics LLC



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Define data analytics
- Describe why data analytics is important to public health practitioners
- Describe the difference between quantitative and qualitative data analysis
- Locate and describe existing public health and health care related data and data sources at the local, state, and national level
- Describe common data analysis techniques
- Utilize descriptive analysis to describe a data set
- Apply data visualization techniques to tell a public health story
- Discuss emerging data analytic issues including big data



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Analytical/Assessment Skills | Data Analytics | Public Health Sciences Skills



### COMMENTS FROM PAST PARTICIPANTS

- This was 100x more interesting than I dreamed it would be, I struggled through stats seven years ago and hoped to never learn about linear regressions. Kelley made this so interesting and fun. I learned several useful techniques.
- I truly wished that I could've taken a course by Dr. Chester. I have a clear roadmap to accomplish my goal of showing positive outcomes in data.
- I enjoyed all aspects of the seminar. This was a very good presentation of data analysis basics that didn't lose the general audience.





## Public Health Practice Academy

# Introduction to Epidemiology in Public Health



### COURSE DESCRIPTION

The purpose of this one-day interactive training is to cover basic skills and fundamentals of epidemiology to non-epidemiologists working in public health agencies. This class is designed for public health professionals, health educators, program planners, nurses, pharmacists, physicians, academic faculty, instructional designers, trainers and educators from a variety of public health disciplines.

**Trainer:** Jodie L. Guest, PhD, MPH  
Professor, Rollins School of Public Health, Emory University



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Define epidemiology and how the science works to guide public health action
- Discuss basic types of epidemiologic studies and the situations in which they are most appropriately used
- Calculate and interpret basic measures of frequency and measures of association used in public health settings



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Analytical/Assessment Skills | Data Analytics | Public Health Science Skills



### COMMENTS FROM PAST PARTICIPANTS

- This was a fascinating course. I learned so much about epidemiology that I never knew before and will absolutely apply in my work.
- This course was excellent. Really filled a gap in my knowledge base. It was a lot of information, but the instructor was fantastic at presenting it.
- Great introduction and content that also challenged the experienced staff.
- This was a good course and Dr. Guest was an exceptional instructor. Even though I work in finance I was able to follow her training.
- Great opportunity to refresh my knowledge from many years long ago.
- The instructor made the class very interesting and easy to follow. It's been several years since I took the class when I obtained my MPH, and I welcomed the refresher.





## Public Health Practice Academy

# Managing Change in Public Health



### COURSE DESCRIPTION

Change is a constant in the world of public health. The National Consortium for Public Health Workforce Development has identified change management as an indispensable skill for the entire public health workforce. This engaging and interactive workshop is designed for individuals at the manager level and above as well as emerging leaders. It will equip participants to understand the fundamental elements of successful change, plan actions to increase change effectiveness, overcome common change-related challenges, and increase personal change readiness.

**Trainer:** Linda L. Hoopes, Ph.D., Resilience Alliance



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Illustrate key roles in the change process
- Summarize elements of effective performance in each change-related role
- Outline steps in the process of change
- List key elements of successful change initiatives
- Describe the primary change-related challenges in the public health environment
- Apply strategies for addressing common challenges
- Articulate the building blocks of personal change readiness
- Describe the role of leaders in creating a healthy environment for change.



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Change Management | Leadership and Systems Thinking



### COMMENTS FROM PAST PARTICIPANTS

- Great instructor – very knowledgeable on content and provided activity to engage audience.
- Linda was awesome! She knew what she was talking about and answered our questions!
- Informative, interactive, and an opportunity to network.
- I really appreciated [learning about] the change roles and the resilience/personal aspect of the training.
- [The most useful part was] the activities that made you examine your own values about dealing with change.





## Public Health Practice Academy

# Persuasive Communication: Influencing Patients, Partners and the Public



### COURSE DESCRIPTION

Do you like to be told what to do or how to think? Most people don't! But, as public health professionals, we are tasked with influencing behaviors, communities, and systems for the greater good. How do we persuade others in way that everyone wins?

This workshop borrows techniques from improvisational theater to help practitioners convey resonant, compelling public health messages to a variety of audiences. Participants will throw out the script and—instead of simply dispensing information—learn how to be present, show empathy and build real relationships with stakeholders. They will learn to quickly build connections, listen fully to get valuable information about an individual's motivations, master body language to send signals of similarity, and strategize an effective plan so people feel heard, understood, and taken care of. Public health professionals can apply this training when building coalitions, working with teams, crafting public information messages, and developing partnerships across other sectors.

Because listening and communication skills cannot be taught in a lecture or in a book, this workshop is full of fun and memorable learning experiences. Participants will be engaged in hands-on exercises, demonstrations, group activities, and games. Everything is designed to build participants' abilities to be confident, effective communicators when they get back to workplace.

**Trainer:** Shana Merlin, Owner and Founder, Merlin Works



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Apply an empathetic, audience-centered approach to communication on the job
- Explain the purpose of and steps to becoming a deep, present listener and communicator
- Show how to handle difficult conversations, including giving and receiving feedback
- Analyze the role of a person's MAP (motivations, action and positions) of reality in building common ground
- Choose when to use GPS and blending techniques to guide people to where you want them to go
- Describe how to use Kirschner's Motivational Model to uncover motivations
- Demonstrate the seven signals of persuasive communication
- Formulate a plan for applying persuasive communication strategies in the workplace
- Ask open, specific questions to solicit useful feedback



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Communication Skills | Persuasive Communication



### COMMENTS FROM PAST PARTICIPANTS

- I thoroughly enjoyed this class, the hands on demos and examples given were awesome and I could relate to all of the content. I even thought of things I never knew I actually needed. Thanks.
- The activities helped to make me understand how to apply the practice in the real world.
- I really enjoyed this training and I feel it will help when dealing with situations daily.
- I learned a lot of different ways to communicate in persuasive way, and also how to keep lines of communication open. Shana was a wonderful trainer and kept everyone engaged. Thank you!





## Public Health Practice Academy

# Practical Evaluation Skills for Public Health Practitioners



### COURSE DESCRIPTION

This class will focus on building practical, utilization-focused evaluation skills using the CDC Six-Step Framework for Evaluation as a guide. First, the course will use a case study example to provide an overview of the value-added of evaluation to program planning and implementation. Following the CDC's evaluation framework, the course will then cover practical skills for identifying and including stakeholders and using a logic model to describe the program. Participants will then learn about the different types of evaluation: formative, process, and outcome. The course will also cover both quantitative and qualitative data collection and analysis methods commonly used in program evaluation, including survey design, focus groups, key informant interviews, and observations. A common case study example will be used throughout the training so that students may practice applying new skills to a familiar example. At the completion of the course, students should be able contribute constructively to the design and implementation of evaluations for public health programs.

**Trainer:** Ariela M. Freedman, PhD, MPH, MAT  
Owner & Founder, MavenTree Consulting  
Adjunct Assistant Professor, Rollins School of Public Health, Emory University



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Describe the steps in the evaluation cycle
- Identify program stakeholders relevant to conducting an evaluation
- Distinguish between formative, process, and outcome evaluation
- Identify the most appropriate data collection method(s) for gathering different types of data
- Develop tools for conducting evaluation
- Synthesize and share evaluation findings with stakeholders



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Analytical/Assessment Skills | Data Analytics | Financial Planning and Management Skills | Policy Development/Program Planning Skills



### COMMENTS FROM PAST PARTICIPANTS

- I have been hearing the feedback from participants and they are boasting that it was the best professional training that they've ever had - very practical - wished they had this training earlier. Great job!
- Ariella's teaching style was the most helpful for me. She used examples from past work experiences. She always asked questions and gave the students the opportunity to ask questions.
- Some of the best professional training I have had. The practical application of the material was extremely helpful.
- Excellent instructor, extremely knowledgeable, friendly and approachable.





## Public Health Practice Academy

# Program Planning Basics: Turning Good Ideas into Effective Programs



### COURSE DESCRIPTION

Are you building a new program or revamping an existing one? This training course provides practical skills for developing effective and engaging programs. The course begins with articulating a clear statement of need for a specific population, followed by identifying proven strategies for addressing this need. Next, the course demonstrates a practical approach to developing logic models, which ensures alignment between anticipated outcomes and program activities. Finally, participants will learn how to use health literacy and cultural competency approaches to ensure that program activities are feasible and useful. This course is a practical and interactive learning opportunity that draws on real-world challenges and experiences. It is designed for individuals seeking skills to build and communicate about new programs to funders, staff, and other stakeholders.

**Trainer:** Ariela M. Freedman, PhD, MPH, MAT  
Owner & Founder, MavenTree Consulting  
Adjunct Assistant Professor, Rollins School of Public Health, Emory University



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Develop a concise problem statement to explain the rationale for program development/revision
- Critically analyze effectiveness of similar programs
- Create a logic model to ensure alignment between program activities and anticipated outcomes
- Analyze activity options through a health literacy and cultural competency lens to ensure feasibility for the population of interest
- Use visual tools to communicate about the program to a variety of stakeholders



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Community Dimensions of Practice Skills | Financial Planning and Management Skills | Policy Development/Program Planning Skills



### COMMENTS FROM PAST PARTICIPANTS

- This was an absolutely fabulous use of my time.
- I will use this framework of applying 7 questions in future grant development and project implementation.
- I really enjoyed this training. I have attended other similar programs and this by far exceeded my knowledge and expectation of this training. Very useful information for future use.
- Great teaching style! The exercises were very informative. A person in my group left with a better understanding in enhancing her program. She also told me that we helped her tremendously and she took the logic model with her to use.





## Public Health Practice Academy

# Public Health Informatics: Using Information to Impact Public Health Practice



### COURSE DESCRIPTION

This course is designed for public health professionals who are seeking an overview of public health informatics. Participants do not need to have specific skills in informatics, but a desire to develop knowledge in this area. Since public health informatics is an emerging field, few public health practitioners have been formally trained in informatics. Therefore, topics will cover an introduction and history of public health informatics, public health surveillance, national standards, interoperability, privacy, and emerging trends in public health informatics. The main goal of the training is for participants to gain a better understanding of using information to improve public health practice.

**Trainer:** Kelley Chester, DrPH  
Principal, C3 Informatics LLC



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Define public health informatics
- Describe the history of public health informatics
- Describe the role of standards relevant to informatics projects and public health information systems
- Summarize legal and ethical issues related to public health informatics, including privacy, interoperability, and information security
- Locate various types of data and data sources at the local, state and national levels
- Describe various applications and information systems at the local, state, and national levels



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Analytical/Assessment Skills | Leadership and Systems Thinking Skills | Financial Planning and Management Skills | Policy Development/Program Planning Skills



### COMMENTS FROM PAST PARTICIPANTS

- The course was not what I expected and I was pleasantly surprised to find it easy to follow and easy to apply to job function.
- I have a better understanding of how to use science and data to drive my decision-making.
- Kelly knew and believed in what she was teaching.
- This has made me rethink how I actually do my job.
- I plan to use the resources to help with work plans and grants.





## Public Health Practice Academy

# Seeking Health Equity: Understanding and Taking Action on the Root Causes of Health Disparities



### COURSE DESCRIPTION

Research suggests that a multitude of social and environmental factors such as education level, neighborhood of residence, and socioeconomic status are all strong predictors of a person's health outcomes. Further, research suggests that a person's race, sex, gender, and or sexual orientation can make them targets of discrimination and violence. Such experiences can greatly impact a person's stress levels, their relationship with medical professionals, and lead to bias in health research.

This workshop is designed to help public health professionals better understand these determinants of health so that they may best serve their communities. Participants will be asked to reflect honestly upon their workplace practices focusing on how such practices may potentially exacerbate health inequity. Participants will further be asked to work with the trainer to identify areas for growth within their work environments.

Finally, participants will collaborate with the trainer and one another to design programs with a goal toward health equity. The workshop will rely on the Human Impact Partners recommendations and the National Standard for Culturally and Linguistically Appropriate Services. Based on these documents and the existing research, workshop participants will explore possibilities for improving their programs, print and digital media, community assessments, and internal operations to best meet the cultural needs of the communities they serve. Participants will leave this workshop better equipped to carry out the health equity goals of their health departments.

**Trainer:** Katie Acosta, PhD  
Assistant Professor, Department of Sociology, Georgia State University



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Describe the complex relationship between social determinants of health and health equity.
- Identify the root causes of social determinants of health.
- Explain how systems of oppression can fuel bias, distrust and adversarial relationships between marginalized individuals and members of the public health community.
- Apply the knowledge acquired in this workshop to their own areas of specialization
- Develop programming with the goal of improving healthy equity for their target populations.



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Systems Thinking | Diversity and Inclusion | Cultural Competency Skills



### COMMENTS FROM PAST PARTICIPANTS

- Coming soon (new workshop)





## Public Health Practice Academy

# Social Marketing and Health Communication – Skills for the Public Health Practitioner



### COURSE DESCRIPTION

This hands-on one-day training course will provide practical tools and strategies on how social marketing and health communication can be used in public health practice. The course will introduce students to the social marketing and communication planning process, and will cover strategies that can be used in public health interventions. Course content includes: social marketing/health communication planning process, and an overview of major communication strategies, including strategic use of the news media and social media. Students will learn how to select appropriate communication strategies for a given health issue and will receive supervised hands-on experience from a series of exercises.

**Trainer:** Cynthia Jorgensen, DrPH  
Adjunct Associate Professor, Rollins School of Public Health, Emory University



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Identify key components of the social marketing and health communication planning process
- Discuss ways to apply news media outreach strategies to specific public health issues
- Identify which communication strategies are appropriate for which behaviors
- Critically analyze the channels and strategies that can be used for health education by citing their strengths and weaknesses



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Communication Skills | Policy Development/Program Planning Skills



### COMMENTS FROM PAST PARTICIPANTS

- Great presentation. Loved the presenter-very knowledgeable and she encouraged us to ask questions.
- The information was exactly what I needed to develop a social marketing plan to improve certain behaviors in my program. The material was appropriate and I enjoyed the group discussions.
- Content was very interesting and the learning materials were very well done.
- Shed light on the new and innovative ways in which social marketing can aid in the delivery of public health.





## Public Health Practice Academy

# Strengths-based Leadership: Creating Workplaces that Work



### COURSE DESCRIPTION

“Culture eats strategy for breakfast.” Vibrant workplace culture helps retain staff and improve productivity, while toxic culture does the opposite.

Leaders shape both the direction of their organizations and also shape the culture. Successful leaders are self-aware and recognize their roles in shaping culture. They can identify strengths in themselves and others, articulate their values, and know how to leverage both to build a productive culture. This workshop uses Gallup’s CliftonStrengths assessment to help emerging and established public health leaders navigate the path of building positive workplace culture through understanding their strengths and values.

Prior to the workshop, all participants will take the CliftonStrengths assessment and receive descriptions of their top five strengths. These results will be discussed in depth during the workshop through the lens of leadership and creating workplace culture. This workshop also includes a deep dive on personal workplace values and use of the Team Strengths Grid, which helps to visualize the collective strengths for teams of all sizes. The workshop will be highly interactive and participatory and will provide avenues to help participants bring CliftonStrengths back to their own teams.

**Trainer:** Ariela M. Freedman, PhD, MPH, MAT, Owner & Founder, MavenTree Consulting



### LEARNING OBJECTIVES

By the end of this training, participants will be able to:

- Describe the overarching approach to building a strengths-based workplace culture
- Articulate their core values surrounding workplace culture creation
- Analyze their Top 5 strengths as applied to leadership in the workplace
- Evaluate the Team Strengths Grid to determine strategies for approaching teamwork
- Create an action plan for bringing strengths back to their own workplaces to develop themselves and others while ultimately improving team performance



### COMPETENCY DOMAINS & STRATEGIC SKILLS

Leadership and Systems Thinking Skills | Problem Solving | Resource Management



### COMMENTS FROM PAST PARTICIPANTS

- Thank you so much for this training. We have had a lot of turnover at my HD. I am hoping that we can learn to appreciate one another and work better together.
- The strengths grid was very helpful! It’s a great tool to use with our teams to increase our effectiveness in servicing our families and other community partners.
- [The most useful part of the training was] Knowing my top five strengths and using them in the workplace and making the culture better for me and my peers. Evaluate the team strength grid to determine strategies.

