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Strengthsfinder questions for discussion boards free printables worksheets

So I think, if you're using Theme Insight Cards, and they can look at words and phrases that resonate with them, or they start to think about their favorite quotes or stories, or, or poetry or movies and how do you see your themes incorporated? Listen, Omaha in June -- it's no L.A.; it's better than L.A.! I'm just going to say that. What else have you seen -- have you seen any other, when we think about activities, and we think about making this real every day, what other activities have you seen that have worked? And so, creative ways once more to start looping in your themes and having other people see a more personal and creative side of you, but also how your themes influence who you are and the personality that you bring to the table. Jim Collison 1:05 We spent some time in the prior session, in Session 3, kind of just -- we, we started with just a pile of stickers and some blank cards. She's just, she's focused on, on the good of humans and wanting to fight for humans to make the world a better place. You don't even need to be a trained coach. And that did actually come up with a team before where they had no Context. But what would your strengths slogan be? And how can we then propose that and, and pitch that to other teams or start, you know, connecting with other teams? Yes. Full audio and video are posted above. Come join us at the summit! Jim Collison 27:27 We'd love to have you: gallupatwork.com. Are you just trying to get your team to understand one another? And then, just like the sticker idea, it's kind of one of those things that are like, you know, I don't, I'm not good at following rules. You don't have to be a coach to be there. I mean, that could become a slogan for the family. Many of you have, and we'd also -- if you have questions after the fact, send us an email: coaching@gallup.com. How do we look at the other 7 themes in that domain, and then ask that question? If you just caught 4, we have 1, 2, and 3 that's available for you as well, either on YouTube, you can download it through the Called to Coach webcast, but we'd love to have you do that as well. So what's my theme? Now stickers are cheap, right? What else would you add to this conversation as we're thinking about things that teams can do to build better strengths? Is this shedding light on that for you all, and let's talk about that, and bringing forth that feedback. Like, go here and see this deck; I put this Pinterest deck together. Jaclynn Robinson 24:36 Thank you. Are we Executers? How do you do these things remotely? Your high Relator? And we have tons of resources for you. And how do we account for that? But I, I think that could be kind of -- you guys can have that for free, by the way. Are you taking it to the next level with the team grid? You could create your own set, your own deck of cards that are just pictures that you do. And we started the exercise with a pilot. And they bought T-shirts for them that had their No. 1 theme on the T-shirts. And it has the complete transcripts. Or if we're students, those around us or team or they might be in a fraternity or sorority. So you can search for -- anytime Jaclynn said "Teams," you could find that in there if you wanted to. They know that you're genuine, you're authentic, that you're true to your word and your bond and, and that relationship they have with you is meaningful, and they want to make sure that they -- they're doing what's best for you and for the team. So we'll be in the midst of doing something, and I'll be like, Look, you know me, whatever is worth overdoing. You can also see a complete list of our courses that are available. Jim Collison 24:14 Yeah, no, right on, I think it's a great opportunity to get some ideas. So they ... I'm going to hold your feet to the fire, so to speak, to say, not just about how to do the activities, but why are we doing, right, what we're doing in this. But really, they're just pictures. That people -- one of the easiest ways and quickest ways you can implement CliftonStrengths from a team level is to start putting it in the signature of your email or to have your, your, your table placard that's got your name on it with your Top 5 on there, or have it posted on your office window so people can see it. If they're having some challenges based on what you're seeing in your office window so people can see it. If they're having some challenges based on what you're seeing in your office window so people can see it. If they're having some challenges based on what you're seeing in your office window so people can see it. Gallup, was our guest on a recent Called to Coach -- the fourth in our series on managers and teams. So we give you 100 activities that you can do -- I think it's 100 -- activities that you can do -- activities that coming from. So if they're on the road, or they work remote, or maybe they're not in the office at the same time, they're got that picture favorited and they can talk to you with high Woo. But maybe they're high Relationship Builders. Jim Collison 4:34 Boy, that's a -- that's a great point you just made, is sometimes we create these -- and I haven't heard a lot of teams doing this -- but we create these team grids. So for them, it's it's been a fantastic partnership, because they're coming up with all these valuable ideas and resources and systems that might be able to put in place, and then you've got their other team that's influencing people to get behind them and create action around it. As we, as we think about activities and exercises that help teams get better. Download a free sample activity from the CliftonStrengths Team Activities Guide. But it starts to create that conversation. Because not only are we looking at gaps in themes -- is that something that teams often do when they look at the team grid, but they'll look at the domain and say, oh, we're missing Influencing. So for, you know, for Maximizer, it might be about, you know, I want to focus on excellent work, or give me your excellent projects. If your organization is struggling to implement any of these things, or you just have some questions for us, you can send us an email: coaching@gallup.com. And for Christmas, we put -- we did the 12 Days of Christmas, and we created 12 cards for him to open. Jaclynn Robinson 12:28 Another one that I love, and it's so creative, is coming up with your own strengths slogan. And then on the back, the person writes, "The value that you bring to the team is ..." and they fill that out. But they were high Learner and Input, and that's a question I presented to them was, "How do you think you might be receiving information when you need to learn more about the past?" And their eyes went right to Learner and Input to say, well, that's what we do; we, you know, we go down, we go down the Google rabbit hole, and we start learning about what we need to know, in order to inform us. If you're doing a lot of activities, or you just want a book to help you, we did just come out with one last year, I believe. But wonderful guidance -- at Gallup, we still refer to that oftentimes when we want to shake it up and do something a little bit more creative in workspaces. It's easiest -- for strengths folks, it's easiest to access that through gallup.com/cliftonstrengths. But that's what you want to bring them back to is, Just because you don't have that theme doesn't mean that you're not figuring out a different method of getting to that same outcome. And so for me, I like it to be a different experience each time. But no wonder at times we get frustrated because they might be internally processing and we feel like they're sitting on things more, and we just want to go and get things done. Jaclynn Robinson 12:28 One is just to have each individual on the team, if you've got that large Post-it note paper that you can put on the wall, each individual writes down the one theme they feel contributes the most to the team. And I love the idea that you tied that in also to your personal life. I'd kind of love to see teams have their own slogan, right? Jaclynn Robinson 23:20 No charge. And it's the partner that chooses a sticker that best represents that individual on the team. And then they're working with a team that has some high Influencing. Jim Collison 8:12 Might be the best use of the domains that I've seen yet is when you're -- when we're looking at a specific theme, and it doesn't exist. And you know, Maximizer, Positivity. So I think that's a fantastic activity. Jim Collison 24:58 It was it was fun. And so how can we start having these conversations of how can I turn my Woo or how can I turn my Input on to act like those things? She's so cool. And yeah, people will put that in a zip file; they'll send it over. Jaclynn Robinson 1:04 It's great being here. Jaclynn, it's great to have you and welcome back to Called to Coach. Jim Collison 6:12 Yeah. In other words, and let me ask you, because this happens all the time: Teams get a hold of the grid, and they're missing something or they're, they're "all something," right. Right? Jaclynn Robinson 6:57 Yeah, and that's the power of having that conversation with the manager ahead of time to start hypothesizing what the team might say and in collaborating together. I think that gives us some great solutions, right? And everyone created those cards with the stickers and whatever else they wanted to do. There are others who like to buy it and follow it by the rules and do it by the book. And they stick on these cards and then they have -- it's both a representation of whatever you want it to be, however you want to do that, right? And now that I see that, I actually want to -- I'm going to switch topics here and I want to pick your brain about something for a moment. But actually looking at their, their team dynamics, they're seeing that they can actually looking at their, their team dynamics, they're seeing that they can actually looking at their, their team dynamics, they're seeing that they can actually looking at their, their team dynamics, they're seeing that they can actually looking at their, their team dynamics, they're seeing that they can actually looking at their, their team dynamics, they're seeing that they can actually looking at their, their team dynamics, they're seeing that they can actually looking at their, their team dynamics, they're seeing that they can actually looking at their strengths. Let's talk about what you do have. So head out there, explore it; there's an About tab up there. As I mentioned, YouTube, you can find us on YouTube, is there's an About tab up there. As I mentioned, YouTube, you can find us on YouTube, is there's an About tab up there. As I mentioned, YouTube, is there's an About tab up there. As I mentioned, YouTube, is there's an About tab up there. As I mentioned, YouTube, is there's an About tab up there, is there's an About tab up there. As I mentioned, YouTube, is there's an About tab up there, is there's an About tab up there. As I mentioned, YouTube, is there's an About tab up there, is the interest tab up there. As I mentioned, YouTube, is the interest tab up there, is the interest tab up there. As I mentioned, YouTube, is the interest tab up there, is the interest tab up there. As I mentioned, YouTube, is the interest tab up there, is the interest tab up there. As I mentioned, YouTube, is the interest tab up the interest t make sure everything -- every time we post something new, you get it automatically. If you click on that there's 5 sections that you should spend an afternoon on just by yourself, making sure you know, so we could, you know, go anywhere, do anything, anytime, all the time, right? And that's, that's simply not the case. Jaclynn Robinson 9:01 It is! And even going back to domains, it's a great point you bring up. We'd love to have you come out for the summer and join us June 3, no, 1, 2, and 3. That, that kind of works as well. Until your good is better and your better is best." I say it all the time. With that, we will remind everyone to take full advantages of all the resources we have available at the -- now our new Gallup Access. Or what's another team that you actively cross-collaborate with? Jaclynn, we have maybe 1 more minute left. And what's some best practices or what have you seen work really well in that area? And you can find the resources we have maybe 1 more minute left. them everywhere. So I've never seen that done. At the very bottom of that, you can sign up for our new CliftonStrengths newsletter, available for you for free every month. But it's the poster, it's got Powerful Partnership cards, and then it's a group activity. Jim Collison 19:29 One of the effective ones I've seen, and we've talked about this before, but our -- is this deck of, of pictures. And so maybe that's how you're Influencing people. How have you seen or what kind of advice would you give to teams to keep them from immediately going to the bottom and saying, "We need ..." instead of, "We are awesome at ... We've, we've been to Wordles, we've done those. So they're starting to see the value that they're bringing to themselves, but then expanding that, on the macro level, what's the value we're bringing to those other teams that we offer; it comes in a packet. With that, we'll say, Goodbye, everybody. Jim Collison 9:52 We've, we've talked -- in this team grid concept, you know, people make posters out of them, they post them. We have no Influencing; we've gotta hire Influencers. Have you ever seen anybody put team slogans together, something like that, where they, because as teams work with teams, they have that same experience. Oh, my gosh, that's coming from my Maximizer theme. And I think when it creates a conversation, and you're starting to talk about your themes, as a, as a colleague, now you can look at that person and say, Oh, you're actually a pretty good potential partner. So I love, I bring, I you know, dislike -- this is a metaphor that, that describes me. There's a link to it on our live page in the YouTube instance. If you were a movie, what would you be? Jim Collison 19:53 One of the things I want to challenge folks is, especially as we, you know, we've had Adam Hickman on here a bunch talking about remote teams. How are you going to contribute towards that? If you found this useful, we'd ask that you'd share it, and join us for another Called to Coach. I saw -- one of our tech teams one time did a, kind of did a retreat for the teams, all day long. But then as a team, how are we going to, going to rectify that without hiring new people? So I -- apparently there's something in there that works that way. Jaclynn Robinson 24:35 It's your Adaptability. So I think the natural place to start with this is a team grid, and and everybody like, we, right, we ... It doesn't have to be exactly nailed down to the theme, right? Jaclynn Robinson 7:29 And that might be something, obviously, I'd want them to call that out themselves. Thanks for joining us. Listen, there's no magic in the pictures. Jaclynn Robinson 5:28 And then for some teams, I think they they recognize why there might even be conflict between them at times. And maybe they're that partner for your your team. And then posting that on your desk or in the break room where everyone has their strengths slogan. I have a benefit that here at Gallup, like it's hard not to know your your Top 5, right? I want to put a pitch in for Season 6 of Theme Thursday. For every program we do, including this one, we do a post on gallup.com. This has maybe been the one of the most misunderstood -- a lot of folks are like, you know, Oh, these -- you know, especially overseas, like -- these are tough to ship. Jim Collison 23:21 Yeah, no, kind of. Jaclynn Robinson 5:05 I've seen some where they're -they're a group of Strategic Thinkers. Maika and I are talking a bunch in context of, and I think, an enormous amount of resources this season for this team grid conversation. And then there's stickers, and they look just like those picture cards that you just showed, Jim. I think the power comes when they can look at the grid and start thinking about, are we Relationship Builders? I think that's the value of the team grids. Jaclynn Robinson 3:44 And then, going to that flip side, to say, OK, let's talk about our personal and professional wellbeing, our family life, they're, they're a team. We could actually work really well together. Because oftentimes, you just offered up a perfect example with Maximizer. Anything else you'd throw in here as we think about activities? But they're all different, right? And you know, that can be another, just like another exercise, where you get -- instead of starting with a picture, you start with a blank card and a whole bunch of stickers. And when you put that in a break room, it just creates a lot of energy and enthusiasm because you just -- you've got a visual of the person, for one. Jaclynn Robinson 20:41 They do. So sometimes as a coach, a facilitator or a manager, we have to also help them see some other sides of how they might be, you know, accounting for a domain that seems to have quite a wide gap in it with something else that they're using. So she would be my favorite. And the person's name and Top 5 is going on the poster. And then having individuals look at the grid and start to say, what are our Top 5 that we start to see? "? Jim Collison 1:03 Yeah, good to have you. But there are other ways to do gridlike activities without, without having a team grid. Which starts getting them thinking about the culture, and that might be a question I pose too if they're just simply looking at the Top 5 to say, Oh, we have a lot of Positivity here; we're high Individualization. How, how are you building those relationships using Relator? Because that's what people want to go to first, right? So I think that's so unique because then you get the perception of what others think about you. But everyone can hear that person. And we're just those individuals that can carry it out. So, Jaclynn, thanks for taking the time today to sit down and record 3 and 4 for us. So for me, Wonder Woman! Jim Collison 18:06 Listen, there's nobody cooler ... And, but even a team and this is a Wordle, which is kind of an old concept, right? And you also see that -- every person on the team's Top 5. I am -- I honestly, I'm a huge fan of -- I kind of take ideas from things I found, and I make them my own. So again, thinking about all those close connections that impact you outside of work that can enhance your wellbeing so that you feel even better within the workplace, or vice versa. Now you've got basically this pictograph of every person on the team. How do you see your theme tied into that? They're on paper, right? It's a slogan, but it's got that catchy quote to it. Jaclynn Robinson 3:09 And then, alternatively, I like to throw questions at them, and have them think about, what are we doing really well as a team? Some of you have asked for those. We have Gallup experts and independent strengths coaches share tactics, insights and strategies to help maximize the talent of individuals, teams and organizations around the world. And then you've got people that go and take pictures of it because now that's embedded in their phone. Or maybe we feel pretty siloed, and we want to actually be a little bit more influential in the workplace. And oh, we need your, your thoughts and your thinking process. And we tend to -why do we, why, with individual themes, do we tend to -- we always say, tell people, Hey, focus on what you're best at. It can help them start to come up with that, that strengths slogan for themselves. Jim Collison 17:28 Some dynamite activities we've talked about. Jaclynn Robinson 1:20 Yes, that brings brings people together. So it's just, it's just whatever you want to do that's most creative, that, that resonates with you, but the team can start to identify that value as well. So beyond putting it together, like, however that gets done -- do you get to a point where you get to a point where you get a team grid -- the grid itself, as an activity, what have you seen work well and where can we start with, once we have everybody's Top 5, all 34, whatever, put together in a team grid? That's our public space on LinkedIn. We'd love to have you join us as well. What's the value we bring? One that Jacque Merritt likes to use, if you all know her, is, you know, "If you were in a bookstore, what section would you be in?" Self-help, psychology, action? Let's talk about that a little bit more. Jim Collison 1:23 It does. Or if you're the facilitator or the coach that's going into that team session, to be able to say, It's not about what you don't have; what might you be using instead? And it's, it's a strengths-based Team-building Activities Guide. I'm stealing it! I haven't -- I haven't had a team do that yet. Don't forget to subscribe to us on your favorite podcast app, YouTube, all those places -- get it done; subscribe to us. And people having those little, those little statements. Jaclynn Robinson 10:17 Yes, I encourage that all the time. Never let it rest. How do you see that play into it? How do you start to connect with individuals and see what's unique within them? Jaclynn Robinson 16:54 Yes. And then you isolate yourself in the organization, and you don't say, Oh, wait a minute, who do we work with the closest, and how are they made up? We'll just send you reminders of some of these great tips as well. We spent some time ... And I think that's even more powerful if they've got their Top 5 in front of them. If you're listening live, love to have you join us in our chat room right above. And it gets some artistic -- they get to have the input in it, right, at that point. Are we Strategic Thinkers? It's a book full, and it's based on are you trying to strengths build? And it was super easy then to see, You know, when it's just, you know, when it's just, you know, when it's just on the shirt. Jaclynn Robinson 12:04 Oh, how neat is that! Jim Collison 12:05 ... But I think that's a creative and fun way where it doesn't feel like a more formalized activity and it breaks the ice and gets people talking, especially if you are starting to create some team activities and you want people to loosen up and they're not going, "What's going on here?" Jaclynn Robinson 18:42 I've also seen some people round-robin and they say, "What are you grateful for today?" And that opens up a world of understanding as you learn about gratitude and what, again, kind of what they're grateful for. So going right back to that healthy conflict, and what that might look like or bringing it forth. And again, Why? And have -- share them that way. What we might say is, What can you use instead? And why? And so might you be Influencing people because they simply like you? Because you start to hear the talent themes come out. That is the way to get there and get signed up and just join us. Well, this exercise fits in nicely remote, because you can go get a bunch of pictures, make them digital, and then share those across whatever medium you're using, right, in a virtual sense. I like to kind of custom build those. No wonder! We're a team of Thinkers. And that we have this kind of family mantra. Jim Collison 22:16 I have a Marines son who's stationed overseas right now. And and that really is effective with those that work remotely and want to feel like they're tapped in and tuned in to the team that might be on site. Are we Influencers? Maybe that's it, and I want to kind of break the rules and do it on my own. Jaclynn Robinson is our host today. Jaclynn Robinson 27:23 You've got a great downtown space. And so a little art that was made for me. It's on a PowerPoint or it's, it's enlarged, or you just hand it out piece by piece to individuals. February 4, 2020 Gallup Gallup World Headquarters, 901 F Street, Washington, D.C., 20001, U.S.A +1 202.715.3030 Jaclynn Robinson 21:31 So it's almost like a partnership ceremony. Like and have cross-team collaboration, right. Jim Collison 11:09 And I think even having conversations. I do this maybe twice a day now, where I'm talking with someone, and in the middle of the conversation, I'll say, "Hey, wait a minute. Jaclynn, what else would you add? Jim Collison 13:39 We, during last season, I discovered my Maximizer theme -- when you talk about having a slogan -- my slogan became, "Anything worth doing is worth overdoing." And having that -- knowing that in my own mind, and I've repeated that dozens, maybe hundreds, of times to my coworkers around me. She works as a Learning and Development Consultant here at Gallup with me What kind of advice would you give there? Are -- the cards we do in training are blank on the back; the ones we sell actually have some questions that you can, you can ask the individuals. So choosing, it could be your No. 1 theme or it could be any of your themes in your Top 5. And we spend a lot of time talking about them. And thank everyone for listening in. Jaclynn Robinson 1:02 Thanks for having me. Have you seen that work inside organizations where the teams are doing that? Jaclynn Robinson 1:02 Thanks for having me. Have you seen that work inside organizations where the teams are doing that? Jaclynn Robinson 1:02 Thanks for having me. Have you seen that work inside organizations where the teams are doing that? Jaclynn Robinson 1:02 Thanks for having me. Have you seen that work inside organizations where the teams are doing that? Jaclynn Robinson 1:02 Thanks for having me. Have you seen that work inside organizations where the teams are doing that? conclusion to the series, as we talk about some very practical kind of activities, and some things will continue a little bit in the flavor of what we were talking about in Session 3, but maybe even with some more details. Let's -- Pinterest would be great for this, by the way -- let's go and look at these and then let's have some discussions and we can talk about them all in real time in the same way. And I think that helps trigger people to go, "Oh, that's what this theme is about!" And then sometimes I'll even ask them, once they've looked over the Theme Insight Cards, think about songs or quotes or poetry that you've got around you. OK, maybe not, but it's pretty close. But teams want to go right to the bottom. I've had new employees go out and look at their name tag just because they want to get the right order. But I think getting, getting some team puts together some slogans like, What does it mean, you have in the 9 of us in my family, we have Adaptability super high. How are we going to -- how are we going to use that that fits into that domain? Not just your Top 5, but there is a bunch on the tool and then on the /cliftonstrengths page, there is a bunch on the tool and then on the /cliftonstrengths page, there is a bunch on the tool and then on the /cliftonstrengths page, there is a bunch on the tool and then on the /cliftonstrengths page, there is a bunch on the tool and then on the /cliftonstrengths page, there is a bunch on the tool and then on the /cliftonstrengths page, there is a bunch of the /cliftonstrengths page. exchanged ideas about exercises and activities -- including the team grid, the CliftonStrengths Team Activities -- that teams can use to build collaboration and maximize how they apply their talents in the workplace. So I'm stealing it as a best practice. Jaclynn Robinson 14:38 Off the bat, the Theme Insight Cards; the Theme Insight Cards because they have the words and phrases that's going to help everyone start to identify the subtle nuances about their themes. Jaclynn, thanks for taking the time to do this with us today. And then for me it connected. We've created the ultimate guide to improving teamwork in the workplace! Jim Collison 0:00 I am Jim Collison and live from the Gallup Studios here in Omaha, Nebraska, this is Gallup's Called to Coach, recorded on January 17, 2020. I'm struggling with something at the moment and I see you have Ideation high. Because now the team can start to see, Oh, I see where that's coming from. They get to kind of dictate what it says. We now have a complete package of -- for teams and managers, 4-part series, about an hour worth of material. Or, I think even sometimes, Maika is famous for saying this, and the fact that she sees domains as more of a curtain than a wall. through the day, right, their theme and then all these exercises was kind of built around really maximize -- are we maximizing everybody's No. 1 theme? So lot of resources for you, as well. Jaclynn Robinson 17:39 One I like is, If you were a superhero, who would you be? And it's funny that connection that starts, right, at that level. Jim Collison 15:55 Behind me, on the wall here, let's see, on this side, right there, is actually my family's Top 5. We want to thank you for doing that as well. But it is one of those, I think, one of those, I think, one of those little tricks is to be asking from time to time, "Just tell me, like, remind me?" even if they need to look. My wife put that together when we moved to the old studio. Wonder Woman is my favorite of all time. If you were, if you were going to lead an exercise -- and I'm going to put you on the spot here a little bit, so we'll see how good you are at this -- so if we were going to do a little exercise where we encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans, maybe one or two, how would you encouraged people to come up with those slogans are not at the slogans a then that's read off in front of the room. We do offer those on site and some virtual; they're available on our courses gallup.com. And what kind of resources might you bring in to help with some kind of activity like that? So, case in point, I love -- Achiever's my No. 1. And what's my slogan? On LinkedIn, search for CliftonStrengths Trained Coaches and I'll let you in. So we talked about recognition and conflict in that, which seem opposite, but are actually, I think, maybe not opposites in that. They're not being put in a box, but it gives them an opportunity to kind of work that thing out. Jaclynn Robinson 2:18 Well, after the manager has reviewed the team grid as well -- so we're all on the same page moving into that team session -- I think it's a beautiful thing when you've got the grid posted. OK, we don't have this; how, you know, we may be short on Executing, but we got a ton of Belief. That -- that'd be interesting to think about how could I do that for each of my Top 5? I think that's a good one. For Maximizer, for me, I always think of Jim -- they say it comes from Jim Rohn, I'm not sure -- but "Good, better, best. But it's that discussion around how can I fill in, right? But these roll up nicely to a team, right? So whatever your team size is; we'll say 10 or 15. So I think that's, it can be so effective and so easy -- to your point, it's a simple way of starting to talk themes. And that's great too, right? So there's a number of different activities that you can just pull from, based on what you're looking for in that particular situation or that point in time. I love that. We've -- we've all pretty much got them memorized. And, and allow people to tell their story through the stickers they find. And I think about our nametags being posted here, publicly, where everyone can see them -- like, that's a function of a team grid, right? So you've got all the team together; you partner individuals off; it's got their name, it's got t of getting the things out in front. You hang tight for me one second, we'll answer a few questions in the post-show. Jaclynn Robinson 1:59 People love that. And we'd love to have you join us in the chat room. Jaclynn Robinson 1:59 People love that. And we'd love to have you join us in the chat room. Jaclynn Robinson 1:59 People love that. And we'd love to have you join us in the chat room. Jaclynn Robinson 1:59 People love that. there's all those themes in there that want to -- I never do the same thing twice, although I have created about 800 of these things.

Journey deeper into the world of Chicago's most dangerous, alluring crime family in this incendiary installment of the Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christine Feehan. Shadow Riders series from #1 New York Times bestselling author Christian Feehan. Shadow Riders series from #1 New York Times bestselling author Christian Feehan. Shadow Riders series from #1 New York Times bestselling author Christian Feehan. Shadow Riders series from #1 New York Times bestselling author Christian Feehan. Shadow Riders series from #1 New York Times bestselling author Christian Feehan. Shadow Riders series from #1 New York Times bestselling author Christian Feehan. Shadow Riders series from #1 New York Times bests seri

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