

Strengths Assessment Exercise

Strengths Show and Tell

Participants will want to come prepared to share a story about themselves that show one of their strengths in superpower mode or a time when it was highlighted. Participants are welcome to bring a prop or memento related to their story. Each participant will also be assigned two colleagues that they will share a strengths story.

Top strengths of each individual need to be shared in advance so participants can prepare their stories regarding the colleagues assigned to them.

TOP STRENGTHS _____

YOUR TOP STRENGTHS _____

COLLEAGUE #1 TOP STRENGTHS _____

COLLEAGUE #2 TOP STRENGTHS _____

STRENGTH STORIES _____

YOUR STRENGTH STORY _____

COLLEAGUE #1 STRENGTH STORY _____

COLLEAGUE #2 STRENGTH STORY _____

Strengths Assessment Exercise

Strengths Show and Tell

GROUP EXERCISE

PERSONAL STRENGTH STORY

Participants will take turns sharing their personal strength story. Any props or mementos should be shared now.

COLLEAGUES STRENGTH STORIES

After each participant shares their show and tell, they will then dive into sharing the two stories of the individuals assigned to them.

POST SHARING DISCUSSION QUESTIONS

After each participant has shared their show and tell and colleagues' stories, the post discussion questions will take place. The questions below can be used as a guide for this conversation and reflection.

- Did any stories stand out to you?
- Did any stories surprise you or were brand new that you hadn't heard before?
- Did any stories change how you viewed a colleague?
- Did any of these stories inspire you?
- What new insights did you gain about strengths?
- How do these strengths support and complement each other?
- How can understanding your and your colleagues' strengths help solve problems and achieve goals?
- What is something you can do to use your strengths more deliberately? What about when supporting your colleagues and their strengths?