



At my best

Type: Individual
Card Side: Words
Duration: 2-3 hours

Why do it?

Get a better understanding of the strengths you display in different contexts and find out what others most value in you.

What you'll need:

A full pack of At my best® strengths cards.

Sample email invitation.

Tell us...

Do you have any suggestions about this exercise? We'd love to hear your ideas for making it even better or adapting it to suit particular circumstances or audiences.



atmybest.com



@At_my_best



atmybestonline

At my best® is a registered trademark of Work Positive Ltd

Strengths 360

1. Make a list of all the people you have a regular and meaningful interaction with (e.g. manager, peers, employees, customers, family members, friends).
2. Identify those whose feedback would be most interesting and valuable. You can approach as few or as many people as you wish (5 or 6 is a good number if you're not sure).

Use the email template we've provided, to ask if they are happy to help. Adapt the text to suit.

3. Give each person a set of At my best® strengths cards and give them some time to pick out the 8 strengths they most value in you. Ask them to explain each choice and share examples of how they see you demonstrate each strength.

You can do this through conversation if you wish but some people will be more comfortable writing their feedback, at least initially. We've included a table in the email for them to use.

Before you see anyone else's feedback, make sure you do the card sort for yourself. That way you can compare how you view your own strengths with how others see them.

4. Collate all of the feedback you receive and consider:
 - What strengths are consistently picked out? Do they mirror the ones you identified in yourself?
 - Where are the differences? Why might that be?
 - Are there strengths that you tend to undervalue in yourself?
 - How does it make you feel when you see what others value in you?
 - Which strengths could you make more use of (e.g. in a particular context or relationship)?
 - Are there strengths which you'd like to be more visible to some people? How might you be able to achieve that?

Tip: If you're asking others for strengths feedback, offer to do the same for them!