



At my best

Type: Team
Card Side: Photos
Duration: 30 mins

Why do it?

Open up the discussion in a team and focus them on what they do best collectively. Help them recognise how they can be at their best more often.

What you'll need:

A full pack of At my best® strengths cards.

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.



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Team Strengths

1. Lay the cards out randomly on a flat surface, picture side up.
2. As the team gather around, ask everyone to quietly identify a photograph that they think reflects the team at its best (it can be something literal or abstract, as long as there's a connection).
3. Ask everyone to move their chosen picture to the front of the table (it doesn't matter if more than one person has chosen the same photo) and then ask each person to explain their choice. Encourage discussion (but not disagreement) among the group:
 - a. Why does that make you think of this team at its best?
 - b. Can you share an example of where that's happened?
 - c. How does it feel when you're working that way as a group?
 - d. What are the factors that allow this to happen?
 - e. What is the impact?
4. Continue through the group until you have heard from everyone. You might want to:
 - Highlight any similarities and differences in reasoning, as you can sometimes get quite different stories from the same photograph.
 - Keep the team leader's contribution to the end, so that they do not unnecessarily influence the stories that other people tell.
5. Facilitate discussion around the implications and opportunities going forward, such as:
 - a. How can the team use their strengths more?
 - b. How can the team promote their strengths to customers?
 - c. What are the key messages to take away?
 - d. What actions will be taken, by who, by when?

Tip: Did you know that prints of the photographs are available from atmybest.com/shop? If there's an image that perfectly represents the team's strengths, you can put a copy on the office wall!