



At my best

Type: Team
Card Side: Words
Duration: 60-90 mins

Why do it?

Build positive connections between team members by sharing mutual appreciation. Works best in a team that already knows each other well.

What you'll need:

A full pack of At my best® strengths cards.

A designated note-taker.

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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Guess who?

1. Before starting, put each person's name into a hat and split the group into pairs.
 - Try to pair people who do not know each other very well.
 - If there's an odd number, one person should work alone (ideally the team leader if they're in the room).
2. Each pair takes a name from the hat at random, without disclosing who they have picked. If they pull out one of their own names they must replace it and choose a different one. Repeat until all the names have been chosen.
3. Give the group 15 minutes to work in their pairs. Taking each of their chosen names in turn, they must sort through the At my best® cards and pick the five strengths that best describe this person. They should note the strengths chosen and the reasons why.
4. Invite each pair to share the strengths they picked for one of their colleagues. They can illustrate their choices with examples, but must not give away the person's identity.
5. The rest of the group listen and guess whose strengths are being described.
 - During the discussion try to ensure that the focus remains positive (i.e. what strengths people do have, rather than which ones they don't).
 - Take care to manage the time appropriately, so that each team member has an opportunity for their strengths to be discussed.
6. After 5 minutes, ask the group to decide who they think it is and take a vote.
7. Reveal the answer and summarise the key points, before continuing the process one pair at a time.
8. When it gets to the last two turns, ask for both sets of strengths to be shared before voting.