



At my best

Type: 1-to-1
 Card Side: Photos & Words
 Duration: 30 mins

Why do it?

Encourage someone to review a project or other experience and pick out the positive lessons. Valuable preparation for an interview or appraisal.

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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Project successes

1. Identify what the person you're working with wishes to review. It may be a project that has recently finished or something else that is helpful for them to reflect on.
2. Ask them to sort through the photograph side of the cards and select up to 3 images that best represent what went well in this project/experience.

They might choose things that have a literal or abstract connection, it really doesn't matter.
3. Ask questions around each of the chosen pictures to draw out what worked well, e.g:
 - Why did you choose this image?
 - How does it remind you of the success/experience?
 - What role did you play in making this happen?
4. Now ask them to sort through all the cards, looking at the words to pick out the strengths they demonstrated. Aim for 5 to 8 strengths.
5. Once they've done that, ask about the strengths they have chosen:
 - What are they?
 - How did you demonstrate them in this situation?
 - What impact did using your strengths have?
 - Which strengths would have been evident to other people in that situation? Why?
 - Which of your strengths could you have used more?
 - How will you make sure you use them more next time?
6. Draw out the key lessons learned and plans for the future as relevant.