



## At my best

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

### Why do it?

Encourage better connections between team members and build appreciation for the diversity of strengths in the group. Ideal for a team building activity.

### What you'll need:

A full pack of At my best® strengths cards per person.

Flipchart paper and pens.

Post-it notes

### 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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## Strengths silhouettes

1. Give each person a piece of flipchart paper and ask them to draw a silhouette of themselves.  
**They might want to have some fun with it and try to make themselves recognisable to the rest of the group. Ask them to write their name above or below their drawing.**
2. When done, give each person a pack of strengths cards and ask them to sort through the words and privately choose the 8 strengths that describe them best. While they're doing this, you can stick the silhouettes up on the wall.
3. Ask everyone to pair up, ideally with someone they don't know so well. Taking each colleague in turn, the pair should sort through the cards and pick the 5 strengths that best describe that person.
4. They should write their chosen strengths for each colleague on post-it notes and then stick them inside the respective silhouette. Repeat this process until they have done this for all colleagues.  
**Try to ensure that all groups are working through the process quickly, and at a similar pace.**
5. If there's time, each individual can then identify strengths for the person they were paired with.
6. Debrief the exercise by reviewing the mix of strengths chosen for each person:
  - Were the choices consistent or did different people see different strengths in the same individual?
  - How does the group's perspective compare with individual's self-perception (ask them to reveal the 8 strengths they picked for themselves)?
  - How does this mix of strengths play out? When is this person at their best? How can the team make more of their talents?
7. Finish by reviewing the mix of strengths shown across the team as a whole. How much diversity is there? Does the group make the most of this range of strengths? How can they use this knowledge to be even more productive?

**Encourage everyone to take their own silhouettes away with them or take a photo.**

**Tip:** For a large group you might want to suggest they pick fewer strengths out for each other.