



## At my best

Type: Workshop  
Card Side: Photos & Words  
Duration: 30 mins

### Why do it?

Help delegates recognise their own strengths and practise listening for strengths in what others are saying. Enables sharing of feedback when people don't know each other.

### What you'll need:

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

Notepaper

### 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 stories

1. Ask delegates to pair up and agree who will be person A and who will be B. Explain that there are a number of steps to this activity and give an overview of what will happen to help avoid confusion.
2. Ask everyone to take their strengths cards and sort through them for 2 minutes, looking just at the photographs for now. They should try to find a picture that reminds them of a particular success or achievement that they've experienced, doesn't need to be work related.

3. Person A then takes 5 minutes to share their story with Person B. Person B should listen carefully and note what strengths they are hearing in A's story. They may find it helpful to look out for moments when A is particularly energised and authentic in what they are saying.

Person B should encourage A to talk about their personal role in the success and keep them focused on the positives in the story. They may need to keep asking questions to ensure A keeps sharing.

4. Both A and B then flick through the strengths cards again, this time looking only at the words. They should each pick out the 5 strengths they think Person A demonstrated in the example he or she shared, before comparing their choices and discussing for 5 minutes.
5. Encourage A to note down what strengths were identified.
6. Repeat Steps 3-5 again, with the roles reversed (i.e. Person B shares their success story while A listens for strengths).
7. Back in plenary you may wish to explore how people found the exercise and what it revealed.

- How can they use their strengths more?
- Are there different strengths that would come to the fore in different stories they could have chosen?
- What strengths might others see in them (e.g. family members, manager, staff)?

**Tip:** Delegates are often delighted when they are allowed to take their set of strengths cards home with them. We would recommend that you do this where possible, as it encourages people to continue learning about their strengths (and those of other people) after the session.