

Strength Search

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| Person | |
| Strengths | |

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Instructions

PURPOSE:

Celebrate and use the strengths in your team.

DELIVER:

Face-to-face, hybrid or virtual.

TIME NEEDED:

60 minutes.

STEP-BY-STEP:

1. Ask the team to think about their top 3 strengths. Write them clearly on a post-it note and don't let anyone else see.
2. Ask people to give their post-it notes to you. Shuffle the notes to anonymise them.
3. Read aloud each post-it note, asking the team:
 - Who do you think wrote these top 3 strengths?
 - Why do you think this?
4. Take a vote. Then ask the owner of the post-it note to raise their hand.
5. Ask this person, "To what extent do you feel you currently use these strengths?"
6. Ask the team, "How might we better use the strengths this person brings to the table?"
7. Repeat for all team members.
8. Take notes throughout. Summarise actions and next steps at the end.