



At my best

Type: Individual
Card Side: Words
Duration: 30 mins

Why do it?

Build self-awareness by reflecting on the strengths you show in different parts of your life. Find new ways to use your strengths.

What you'll need:

A full pack of At my best® strengths cards.

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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Comparing life domains

1. Choose two different areas of your life to focus on (e.g. work, home, community or social).
2. Focusing on just one of these areas, sort through the strengths cards and pick out the words that describe you at your absolute best in that context.

To keep it manageable, aim for between 5 and 10 cards.

3. Make a note of the strengths you identified and reflect on the following questions:
 - How does each strength show itself?
 - How often do you use each of them?
 - How can you make better use of them (e.g. to help others)?
 - Do you ever risk over-using any of them? How can you manage that?
 - What do you notice about the mix of strengths?
4. Repeat steps 2 & 3 for the second area of your life.
5. Compare the strengths you use in one part of your life with the other:
 - What are the consistencies?
 - What are the differences?
 - Are there strengths from one part of your life that you could make better use of in another area? What would that look like?
6. What opportunities has this exercise raised? What actions can you take which will help you get even more value from your strengths?

Tip: You might find it interesting to ask what strengths other people see you using. Try asking people from each part of your life to pick out the cards they think describe you at your best. See [Exercise 2 \(Strengths 360\)](#) for more details.



At my best

Type: Individual
Card Side: Words
Duration: 2-3 hours

Why do it?

Get a better understanding of the strengths you display in different contexts and find out what others most value in you.

What you'll need:

A full pack of At my best® strengths cards.

Sample email invitation.

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 360

1. Make a list of all the people you have a regular and meaningful interaction with (e.g. manager, peers, employees, customers, family members, friends).
2. Identify those whose feedback would be most interesting and valuable. You can approach as few or as many people as you wish (5 or 6 is a good number if you're not sure).

Use the email template we've provided, to ask if they are happy to help. Adapt the text to suit.

3. Give each person a set of At my best® strengths cards and give them some time to pick out the 8 strengths they most value in you. Ask them to explain each choice and share examples of how they see you demonstrate each strength.

You can do this through conversation if you wish but some people will be more comfortable writing their feedback, at least initially. We've included a table in the email for them to use.

Before you see anyone else's feedback, make sure you do the card sort for yourself. That way you can compare how you view your own strengths with how others see them.

4. Collate all of the feedback you receive and consider:
 - What strengths are consistently picked out? Do they mirror the ones you identified in yourself?
 - Where are the differences? Why might that be?
 - Are there strengths that you tend to undervalue in yourself?
 - How does it make you feel when you see what others value in you?
 - Which strengths could you make more use of (e.g. in a particular context or relationship)?
 - Are there strengths which you'd like to be more visible to some people? How might you be able to achieve that?

Tip: If you're asking others for strengths feedback, offer to do the same for them!



At my best

Type: Team
Card Side: Photos
Duration: 30 mins

Why do it?

Open up the discussion in a team and focus them on what they do best collectively. Help them recognise how they can be at their best more often.

What you'll need:

A full pack of At my best® strengths cards.

Tell us...

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Team Strengths

1. Lay the cards out randomly on a flat surface, picture side up.
2. As the team gather around, ask everyone to quietly identify a photograph that they think reflects the team at its best (it can be something literal or abstract, as long as there's a connection).
3. Ask everyone to move their chosen picture to the front of the table (it doesn't matter if more than one person has chosen the same photo) and then ask each person to explain their choice. Encourage discussion (but not disagreement) among the group:
 - a. Why does that make you think of this team at its best?
 - b. Can you share an example of where that's happened?
 - c. How does it feel when you're working that way as a group?
 - d. What are the factors that allow this to happen?
 - e. What is the impact?
4. Continue through the group until you have heard from everyone. You might want to:
 - Highlight any similarities and differences in reasoning, as you can sometimes get quite different stories from the same photograph.
 - Keep the team leader's contribution to the end, so that they do not unnecessarily influence the stories that other people tell.
5. Facilitate discussion around the implications and opportunities going forward, such as:
 - a. How can the team use their strengths more?
 - b. How can the team promote their strengths to customers?
 - c. What are the key messages to take away?
 - d. What actions will be taken, by who, by when?

Tip: Did you know that prints of the photographs are available from atmybest.com/shop? If there's an image that perfectly represents the team's strengths, you can put a copy on the office wall!



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.



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...

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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.



At my best

Type: 1-to-1
Card Side: Photos or Words
Duration: 20 mins

Why do it?

Help someone get greater clarity around their life or career goals so they can move forward with a greater sense of purpose.

What you'll need:

A full pack of At my best® strengths cards.

Tell us...

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A picture of the future

1. Ask your partner to imagine that they have been transported 10 years into the future. Encourage them to spend a few minutes reflecting on how their career and life now look.
2. Give them the pack of strengths cards and ask them to sort through them, looking at either the words or photographs. Their aim is to choose up to 3 that reflect how they wish to be seen by others at that point (i.e. in 10 years' time).

They might choose things that have a literal or abstract connection, it really doesn't matter.
3. Explore their choices, using questions such as:
 - Why did you pick these cards?
 - What is it you would like others to recognise in you?
 - What will you be doing that shows these strengths in action?
 - Why are these qualities important?
 - To what extent do people see these strengths in you now?
 - What will help you develop and demonstrate these strengths over the next 10 years?
4. Encourage them to note any actions they can take to move them towards this future.

Tip: Remember that prints of all the At my best® photos are available from atmybest.com/shop. So, if a particular photo resonates, they can buy an acrylic block to keep on their desk as inspiration.



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...

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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.



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.



At my best

Type: Team
Card Side: Words
Duration: 15–20 mins

Why do it?

Strengthen relationships within a team and help individuals to better understand their strengths through sharing feedback and positive insights with each other.

What you'll need:

A full pack of At my best® strengths cards for each person (or one pack between 2).

Tell us...

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Quick-fire feedback

1. Arrange everyone around a table or in a horse-shoe shape.
2. Explain that you are all going to give feedback to each other in turn.
3. Begin with the person to your right – ask everyone to think about that person and quickly sort through the words on their cards, choosing a word they associate with that person at their best.
4. Once they have found a word each person should hold it up so that everyone else in the group (including the person that the feedback is about) can see the word.
5. Once everyone is holding up a word, quickly go around the group and ask each person in turn to explain, in one sentence, why they have chosen that word.
6. Once everyone has shared their word for that person, move onto the next person and repeat the exercise.

Tip: This is a good energiser exercise, good for part way through a session when everyone is feeling comfortable but you want to raise energy levels. It should be fast-paced, focusing on generating a lot of appreciative feedback and positive energy and emotion quickly.

Note: If you are short on packs of cards, you can use one pack between two people. Simply divide the pack in half (cards 1-24 – orange numbers for person 1, and cards 25-48 – grey numbers for person 2)



At my best

Type: Individual
Card Side: Words
Duration: 20 mins

Why do it?

Take a planful approach to dealing with an upcoming challenge by considering how you might use your strengths to best effect.

What you'll need:

A full pack of At my best® strengths cards.

Notepaper.

Tell us...

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Planning an approach

1. Thinking about a challenge or issue you are facing (e.g. a project or piece of work) sift through the strengths cards and pick 5-8 words that represent strengths you have that could be useful in the situation.
2. Take each strength in turn, think about the challenge in detail and ask yourself:
 - How will this strength be useful?
 - How specifically will I use this strength in this situation?
 - When specifically will it be useful? Why?
 - When I am demonstrating this strength, how will that be visible to others? What will the outward indicators be of me using that strength?
3. Do you have any specific concerns about the challenge? How can you use the strengths you have identified to help you overcome those concerns?
4. Take notes on your reflections and use them to plan how you are going to approach the challenge.

Tip: Think of a way to keep the strengths you have reflected on front of mind when you are facing your challenge. For example consider putting the strengths cards you have chosen in some prominent place where you will keep seeing them.



At my best

Type: Group
Card Side: Words
Duration: 30 mins

Why do it?

Help young people understand the concept of strengths by facilitating a discussion about strengths in practice.

What you'll need:

A full pack of At my best® strengths cards.

Notepaper for each child

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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Understanding strengths

1. Spread all of the cards out, word side up, on a table. Ask the group to gather around.
2. Ask someone to pick up a word that they are happy to talk about/explain.
3. Ask them to explain what that word means to them.
4. Can they explain what it would look like if someone was demonstrating that strength? E.g. what would they be doing? How would they be behaving? What would they be saying?
5. Can they think of anyone in the room that sometimes demonstrates that strength? Or anyone else they know that shows that strength? Can they describe a time when they have seen that person demonstrating that strength?
6. Ask the opinion of others in the group – can they relate to the stories and explanations that the person has been sharing? Can they add anything in terms of what the strength means to them or when they have seen the strength in action?
7. Ask the whole group – What other sorts of situations would this strength be particularly helpful in?
8. Repeat steps 2-7 a couple more times with other children choosing different words.
9. Then ask the children to pair up (with someone they know)
10. Now ask them to spend a couple of minutes looking at all of the words whilst thinking about their partner.
11. Ask them to choose 3 words that represent strengths that they think their partner shows. Write the words down if it helps to remember them.
12. Once each pair has chosen their words for each other, they should spend a couple of minutes giving feedback to each other – what words did they choose and why?
13. Encourage the children to share specific stories of when they have seen their partner demonstrating the strengths they have identified for them.