



Strengths Profile Cards

Engaging Games and Exercises

Exercises without Strengths Profiles

Exercise 1: Rummy

Aim:

To gather a handful of cards that most closely resemble your realized strengths.

Play:

In your teams

1. Shuffle the cards and deal seven to each player, placing the remaining cards face down on the table.
2. If you are in larger groups you will need to use several packs of cards (approximately one pack per 4 people).
3. Set a timer for ten minutes.
4. A player starts by choosing a card in their hand that they do not want and would like to trade, showing this to the team. Each team member offers one card face up to the player for them to trade and a replacement is chosen from a player.
5. Each team member takes it in turn to trade a card with team members until the timer runs out.
6. Now, each team member should describe their chosen strengths to the team.

Exercise 2: Card Sort

Aim:

To identify your realized and unrealized strengths.

Play:

On your own/with a coach

1. Take a pack of cards, turning over each one and reading the definition on the front.
2. As you read them, pile all the ones you find energizing (the ones you love to do) in a pile and discard the others.
3. Looking at the energizing cards, lay out the ones you also perform well at and discard the others. Use the descriptions on the back to further understand how you feel about these.
4. Finally, split the final pile into two piles, those you use often (realized strengths) and those you use less often (unrealized strengths). Again, use the definitions on the back to support your understanding.
5. Discuss opportunities to use your unrealized strengths more and develop your realized strengths even further. Watch out for any overplayed strengths!

Exercises without Strengths Profiles

Exercise 3: Achieving Your Goals

Aim:

Following the card sort exercise, use your strengths to help you achieve your goals.

Play:

On your own/with a coach

1. Consider a personal or work goal you are working towards.
2. Consider which of your realized and unrealized strengths will help you achieve your goal and note these down (use the card sort exercise to understand these further).
3. Which learned behaviors will you need to use but only when needed? Be aware they may drain you in relation to the goal?
4. Which weaknesses will you need to use less? Which strengths do you have that will compensate for your weaknesses?
5. Write an action plan of how you will use your strengths to achieve your goal and get support in the areas of your weaknesses. Repeat if you have more than one goal.

Exercises using Strengths Profiles

Exercise 4: Strengths Profile Debriefs

Aim:

To add a visual aid during the debrief in order to bring the coaching conversation to life.

Play:

With your coachee

1. Select all the strengths that appear in the Profile Quadrant in advance of the debrief. Plot the cards in the relevant quadrant on the blank A3 Quadrant template.
2. Use the cards to perform the debrief, putting the printed Profile to one side.
3. Encourage your coachee to pick up the cards and move them around if appropriate. For example, your coachee may want to move an unrealized strength into a realized strength, or work towards a learned behavior becoming a realized strength again.
4. Use the descriptions on the back to reinforce their results and suggest ways to take action towards their goals.

Exercise 5: Developing Your Unrealized Strengths

Aim:

To ask your team members for advice on developing your unrealized strengths further.

Play:

In your teams

1. Place a pack of cards face up on a table. If you are in larger groups you will need to use several packs of cards (approximately one pack per 4 people).
2. Consider the unrealized strengths from your Profile that you would like to develop further. Ask each team member to pick their 2 unrealized strengths cards and hold on to them.
3. The team should circulate the room and bump into each other, introducing their 2 cards and asking team members for feedback on how they could develop these further.
4. Use the definitions on the reverse to provide further ideas on using these more.

Exercises using Strengths Profiles

Exercise 6: How Your Team See You

Aim:

To highlight how team members see you by sharing the strengths and weaknesses they identify with you, before sharing your Strengths Profile.

Play:

In your teams

1. Each team member has a pack of cards and a blank A3 Profile Quadrant template.
2. Team members should place the template in front of them and invite the team to come and place cards on the relevant Quadrant that represent how they see them at work. It may be harder to identify learned behaviors but the team should be encouraged to use all four quadrants to feed back on. For example, where have they seen an enthusiastic but perhaps less confident approach (unrealized strengths)?
3. When everyone has cards on their Quadrant template, the team should take it in turns to introduce 3 key differences in their Profile and what the team see in them. What surprised them?
4. Debrief by reinforcing that you have many strengths outside of what the team see, but it may not always show when you are becoming drained in something (learned behaviors).

Exercise 7: Delegating Your Learned Behaviors and Weaknesses

Aim:

To identify support within the team in order to help compensate for your learned behaviors and weaknesses.

Play:

In your teams

1. Place a pack of cards face up on a table. If you are in larger groups you will need to use several packs of cards (approximately one pack per 4 people).
2. Each player should find 2 cards where they most need support. This could be the most draining learned behaviors or weaknesses that impact their role.
3. Place them on flipchart paper placed around the room with their name underneath.
4. Team members should visit the flipcharts and see if there is a match to their own strengths. You may need to look beyond a direct match if you are a small team. For example, can Incubator support someone with a Strategic Awareness weakness to think things through? Can Detail support a lack of Organizer?
5. At the end, any matching pairs should spend 10 minutes discussing next steps.

Exercises using Strengths Profiles

Exercise 8: The Team at its Best

Aim:

To identify how the team see themselves when they are working well together.

Play:

In your teams

1. Place a pack of cards face up on a table. If you are in larger groups you will need to use several packs of cards (approximately one pack per 4 people).
2. Each team member should pick a strength that they think the team really excels in.
3. They should stick the card on a blank flipchart.
4. Debrief by reviewing the themes and strengths listed.
5. If you are using the Team Profile, you can reflect on the themes compared to the realized and unrealized strengths appearing in the Team Quadrant.

Exercise 9: The Team Challenges

Aim:

To identify a way to discuss the challenges in the team.

Play:

In your teams

1. Place a pack of cards (or several packs if you are a larger team) face up and spread out over a table.
2. Each team member should pick a weakness that they think the team need to address or struggle with currently.
3. They should stick the card on a flipchart.
4. Debrief by reviewing the themes and weaknesses listed.
5. If you are using the Team Profile, you can reflect on the themes compared to the learned behaviors and weaknesses appearing in the Team Quadrant.

Exercises using Strengths Profiles

Exercise 10: The Strengths We Need

Aim:

To identify strengths in the team that support the team goals.

Play:

In your teams

1. Identify a team goal or challenge you are currently facing and write this up on a flipchart.
2. Place a pack of cards face up on a table. If you are in larger groups you will need to use several packs of cards (approximately one pack per 4 people).
3. Ask each team member to pick a strength they believe the team need in order to meet the goal.
4. They should each stick the card on the flipchart.
5. Debrief by reviewing the strengths and agreeing on the top 5.
6. If you are using the Team Profile, reflect on where these strengths sit across the Team Quadrant.
7. Identify who has these strengths by using the individual Strengths Profiles. How can team members take ownership of sections of the goal?

Exercise 11: Start, Stop, Continue

Aim:

To identify ways the team should start and stop using their strengths and weaknesses in order to achieve a goal.

Play:

In your teams

1. Decide on a team goal or objective.
2. Divide the team into 3 groups (or 6 if a larger team).
3. Ask each group to take one theme of start, stop or continue (2 groups can take one theme if you have a larger team).
4. Give each team a pack of cards.
5. Ask them to pick 3 relevant cards for their theme. For example, do the team need to start using their unrealized strength of Spotlight, stop using their learned behavior of Detail, and continue using their realized strength of Mission?
6. Each team should debrief the other teams and agree on any priority areas for action.

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