Exercise 2 - Reflected Best Self

Best reflected self is a method used to identify strengths through the eyes of others. It is an activity best suited to members of the team who have motivation to develop their skills / career. Effective application of strengths has not only been shown to improve enjoyment at work, it has also been shown to improve overall happiness. The exercise involves each individual identifying between 10 and 20 people who know them well. When selecting sources, diversity is critical; the best sources are a mix of personal and professional contacts. Research shows that feedback is more energising and actionable when it comes from a diverse group of friends, family members, colleagues, and mentors who can paint a comprehensive picture of your strengths.

Who is it for: Each Team Member (1:1)
Time: 3 Weeks
Tools required: None

Instructions for the use:

Choose your sources and seek feedback: Identify 10-20 people who know you well from different walks of life, and ask them to write a story about a time when you were at your best.

NB. It is probably best to give at timeline for when you are hoping for responses (perhaps 1 – 2 weeks).

Spot patterns: Once the feedback arrives, look for the common themes that appear in multiple stories. Make a list of the themes, the key examples that support each them, and what they suggest about your strengths.

Create your self-portrait: Using this information, write out a brief profile of who you are when you’re at your best.

Put your strengths into action: Create an action plan for how and when you’ll utilize your strengths.

Use the strengths identified here with Exercise 3 in the Personal Development Toolkit.