



Center for Government **Innovation**

Activity: *These are a few of my favorite things*

Goal: Team members will gain a deeper understanding of how their strengths impact how they live, work and play. They'll also learn about strength themes outside of their own.

- Select an item/topic*
- Have each team member think about how their favorite things align with their strengths
- Each team member picks one of their Top 5 Strengths to discuss in connection with the item/topic
- Pair up team members to discuss their insights into how the item/topic aligns with their strengths
- Decide a time limit for each pair-and-share (for example, two minutes total: one minute for each team member in the pair)
- Decide how many times you will rotate through team member pairings (three or four)
- At the end of the pair-and-share rotations, each team member shares their insights with the entire team

***Here are some example topics:**

- Your favorite picture on your cell phone
- Your favorite show to binge-watch
- Your favorite vacation activity
- Your favorite birthday or Christmas gift as a child
- Your favorite way to recharge on the weekend
- Your favorite Disney princess or villain

Activity: *A winning strategy*

Goal: Team members will gain a deeper understanding of how their strengths impact how they live, work and play. They'll also learn about strength themes outside of their own.

- Select a game*
- Ask each team member to think about how they use their strengths to outmaneuver their opponents and win the game
- Each team member shares their insights with the team

***Here are some example games:**

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|----------------|---------|------------|
| • Monopoly | • Poker | • Charades |
| • Crazy eights | • Clue | • Spades |

Activity: *Who would do it better*

Goal: Team members will gain insights into other team members' strengths and a better understanding of how each team member makes each strength theme uniquely their own.

- Give each team member a copy of the Strengths matrix
- Ask each team member to consider the task* and what steps it would take to complete
- Use the matrix to assign the steps to team members using each team member's strengths to the team's best advantage
- Either in small groups or as a team, team members share who on the team would be best for the task and why, based on their strengths

***Here are some example tasks:**

- **Organize a team lunch or an office celebration.** Example task steps might include choosing the venue, coordinating schedules, planning activities and deciding the menu (but your team will come up with more!).
- **Develop a new way to familiarize the public with a primary service or product.** Example task steps might include determining the target audience, planning information sessions, developing materials, encouraging community leader and citizen involvement, and sustaining relationships (but your team will come up with more!).
- **Develop a team approach to developing a form to track customer feedback.** Example task steps might include gathering customer comments, forming a work group, requesting review, feedback and approval of the form, and creating an implementation plan, (but your team will come up with more!).
- **Develop a team approach to creating a meeting presentation or eLearning.** Example tasks might include defining the objectives, deciding length, topic and content, determining methods to provide visuals and content, and how to incorporate participant interaction (but your team will come up with more!).

Activity: *Make the world a better place*

Goal: Team members will gain a deeper understanding of their own strengths and other team members and learn about strength themes other than their own.

- Prepare a scenario* and present it to the team
- Ask each team member to consider the scenario and choose only ONE of their Top 5 Strengths to solve each problem or take advantage of the opportunity
- Instruct each team member to prepare to share with the team:
 - The strength theme they chose
 - A brief summary/definition of the strength theme's attributes/characteristics
 - Why they chose that strength to address the problem/opportunity

***Here are some example scenarios:**

- **Space Mission Malfunction.** You are part of a space mission to colonize a distant planet, but the communication system malfunctions. What strength would you rely on to ensure the survival of the new world?
- **You Won BIG!** You just won the Mega Millions – \$2 billion is now yours. What strength is going to help you now?
- **Reshape and Rebuilding.** A natural disaster has devastated a region, displacing communities and destroying infrastructure. What strength would you use to ensure successful reconstruction among the affected communities?
- **Fun for Profit.** You are responsible for building the ultimate amusement park, maximizing both fun and profit! What strength would you use to determine the best attractions and features?
- **Innovative Transportation.** Urban areas are facing traffic congestion and pollution issues. What strength would you use to develop transportation solutions to help make cities more sustainable and efficient?