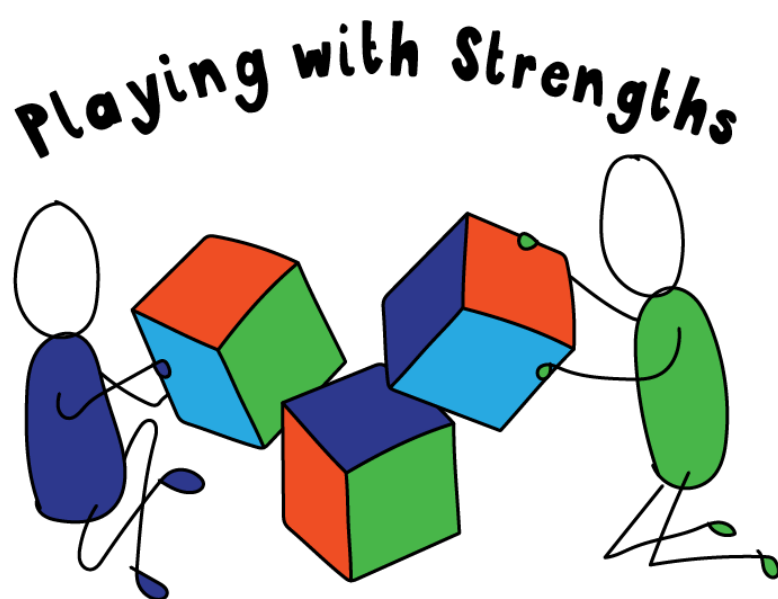


Playing with Strengths e-book

10 ways you can use Playing with Strengths to dig deeper and learn more



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Playing with Strengths card deck

You hold in your hands a gift of possibility, the possibility to discover for yourself what your true strengths are and what you might really love to do with them.

There is nothing for you to do other than enjoy playing with these cards and enjoy as insights reveal themselves to you one at a time.

All the answers you receive are equally valid, no insight can be right or wrong. Each of the activities are just different roads to the same place, back to you, the place where you are truly yourself or to help you understand others better, differently, with fresh eyes.

These cards have been crafted by Cat and Baz, each word and picture from our creative imagination and therefore unique, this exists no-where else in this world but here, with you in your hands....

Card colour categories

You may have noticed that each card is coloured one of four ways?!

Each of these colours has it's own meaning.

Green = Feeling things

Blue = Thinking things

Orange = Doing things

Purple = Creating things

Green is most often related to people related strengths; relationships, working with others etc.

Blue it most often related with logic, process and structure.

Orange is all about getting things done and moving things forwards.

Purple is about creativity, thinking differently and looking outwards.

Wildcards

There are 9 wildcards within the card deck. They don't have any words, just pictures.

Look at these and interpret them however you wish.

If you don't feel anything towards them, then set them aside.

Because you put your own personal interpretation onto these cards, you may find others see them completely differently. That can lead to some amazing conversations!

Add your own...

We've done our best to cover a wide variety of strengths within the deck, but we can't possibly know everything that might be in your head when it comes to your own strengths.

That's why we've included 4 "Add your own" cards.

If the pack is for you and you only then feel free to write or draw on these however you wish.

If you're using them as a one-off then you might like to write or draw on a post-it note and attach it to the card.

It's interesting to see what different people add – another conversation starter!!

The Exercises that follow are for you to explore however you wish. We invite you to deviate from what we've suggested, to create your own and to ask any question that comes up in the moment.

Be curious.

Have fun.

See what you discover.

What is true?

Take the Playing with Strengths card deck and split them into 3 piles.

1 = Not your strengths

2 = Things you are good at but don't love (learnt strengths)

3 = Things you are good at and love doing (true/authentic/real strengths)

Put your true strengths into colour groups.

- What does your colour spread look like?
- Are you stronger in a particular area?
- Does it surprise or delight you?

If using in a group, discuss your thoughts with a partner.

If you were to pick three that are most important to you, which ones would they be?

- Are they the same colour or different?
- What makes these important to you?

If using in a group, discuss your thoughts with a partner.

Guess Who?

Do “What is true?” activity first.

Each person writes down their top three most important strengths on a slip of paper without showing others.

Assign a quiz master.

All slips are folded and given to the quiz master.

The quiz master will pull a slip at random, number it and read out the three strengths.

Each person will guess who they think chose those strengths and write it down next to it's assigned number.

Continue through all the slips of paper, including the quizmasters.

Reveal each one in order and allow time to discuss anything that people would like to ask that person about their top three.

Strength perception

Take turns to give strength perception feedback to each person in the group. (Split into smaller groups if needed).

You can use a single card deck or give one to each person.

Name the first person to receive feedback.

Invite others to pick out up to 3 strengths they perceive this person to have.

Make a note of each of these and then give the person a chance to give their view on whether each one is a true strength, learnt strength or not a strength they thought they had.

Allow further discussion where relevant.

Repeat for each person until everyone has had feedback and a chance to respond.

What have you learnt about each other? Any surprises?

Has it brought up any questions for you about your own strengths or your perception of others?

This one feels icky

Look through the pile of strengths.

Are there any that you have a negative reaction to? Ones that make you feel uncomfortable or ones that bring up bad memories of something relating to that kind of strength?

Be curious....

- What is it that causes this reaction?
- Why do you think you have this reaction?
- Do you have a negative view of this strength? If so, why?
- How might you view this differently going forwards?
- What might need to change for you to see this strength positively?
- Have you ever displayed this strength? What happened?

What other questions come up?

The perfect

If you were to design the perfect manager / customer / stakeholder / team member / (whatever you want!), which strengths would you WANT them to have?

List up to 10 strengths.

If working with a group – either do this individually and get people to compare or work as small groups and then discuss similarities and differences.

Are these the same strengths you think they would NEED?

How might you compare to this when you are in this position for others (we are all customer and stakeholders of someone else!)

Superpower

Do “What is true?” activity first.

Take 3 of your true strength cards, one of the wildcards that you feel drawn to and a blank card. (5 cards in total)

Imagine if you could use all of these together to create a personal superpower capable of allowing you to do, create, be something amazing.... draw and or write on the blank card what this is.

If doing this with someone else take turns with each other's cards to do it for each other.

Share what you came up with and ask yourself/each other:

- How would I most like to use this new superpower?
- What challenge, difficulty, opportunity could I apply this to now?
- What could help me further develop this superpower?
- Who do I know who already this strength or a version of it, how could I learn from them?
- What could I have created in 1,5 or 10 years of consciously using this super strength?

Ready Steady Cook

Place all of the cards face down on a table spread out.

Set a timer for 5 minutes. (You could also choose a piece of music about the same length or time).

Start the timer, your goal is to turn each card over in turn, replacing it back where it was UNLESS it energises you or makes you curious. Those that do place on a pile.

Stop once the timer is up, see if you can uncover every card and not see the same card twice.

When you have finished this part spread out the cards you chose face up. Separate the cards onto a 'curious about' pile and an 'energises you' pile and then place in order of priority, most to least.

Ask yourself

- What was it about this card than energises me?
- What was it about this card that made me curious?
- What might have happened differently if I did this activity in 1 minute or 1 hour?
- What is connection between what energises me and what I'm curious about?
- What if anything, surprised me about the result?
- Which one card would I like to focus on and do something about next?

Create the H

Use all of the named cards to create 3 H shapes.

Put 5 cards on each side and 3 in the middle (plus one spare you can put anywhere!) in no particular order.

Give each H a heading (whilst still in a random order)

1. Want to play with more / explore further
2. Want to play with less / let go of
3. Not one in 1 or 2!

Now move the cards around so they fit under one of the three headings. You must keep 13 cards in each H at all times.

Once completed explore and review each H asking the following questions:

- What card from each H do you have the strongest feelings about?
- Looking at the H that is play with more, what do you notice about where you placed each card, ie, on the left or the right, the horizontal or vertical, do you feel inclined to move any of them?
- What about each the 3 H's makes you feel less or more comfortable?
- What themes or patterns do you notice that are helpful around your strengths and what you love?

Pair Up

Do “What is true?” activity first.

This will give you 2 rows of cards, one being your true strengths and the other being learnt strengths.

Take one of each and explore the current relationship between them and the potential relationship.

- How might be learned strength become a natural strength?
- How might a natural strength change into a learned strength?
- How might you be able to use your natural strengths to reduce time spent on the learned strength?
- Are there any unique combinations of natural and learned strengths which change your perception of it all together?

Diamond in the rough

Do “What is true?” activity first.

Put aside all the cards you have assigned as being a strength either learnt or true.

Place out all of the cards you have previously chosen as non strengths.

Take the cards wildcards.

Go through each non strength card in turn, placing one or more of the wildcards against them. See if this changes your perception of them in anyway, don't force it, it will come or it won't.

- What happens when I connect this non strength to something else?
- Is there a specific combination of cards which changes my perception?
- How is the order and sequence of the cards important to changing the perception?
- Are there any non-strengths you feel inspired to give some attention too? Which ones and why?

If you've loved what you've done so far and wonder how else we can support you, here's a few things we can do.

1:1 (online or face to face) sessions

One hour to help you understand and explore your strengths in relation to your personal circumstances.

Playing with Strengths workshops

A half day workshop delivered on your behalf to a group or team.

Playing with Strengths train the trainer days

A full day workshop equipping you with deeper insights into the cards and their potential uses.

If you've got other ideas then we'd love to hear them!

Contact us at

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Visit us at

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