

## Exercise I. On Target with Strengths

### Introduction:

This is a strengths discovery exercise that can be done alone or with an individual you are supporting as a peer. It is a strengths based, goal oriented window pane, designed to discover strengths that can assist a peer in reaching their goals.


### Purpose:

The purpose of this exercise is to assist Peer Support Specialists working with peers to identify strengths that they can use to reach a desired goal.

### Directions:

Get a partner and go to a place where you can hear each other talk. If you are in a remote location, you may do this virtually.

1. \_\_\_\_\_ (Name Goal)
2. Write the goal in the middle of the window pane.
3. Partner together to find (8) strengths that will assist in achieving the stated goal.
4. Create a plan that will use these strengths in achieving the stated goal using the identified strengths. For more information on how to create a strength-based, goal oriented plan go [here](#). (appendix need to create)

<b>Leadership</b>	<b>Knowledgeable</b>	<b>Willing to take risks</b>
<b>Sense of humor</b>		<b>Knows the rules</b>
<b>Determination</b>	<b>Resilient</b>	<b>Follow through</b>

## Exercise II. Strengths Exercise- Mirroring

Sometimes recognizing strengths can be difficult. We often have a vague idea about what we do well, but know exactly what we need to improve on. It is just as important to recognize and acknowledge the things you do well in life as well as the things that need improvement. Finding your strengths, is a great way to start that practice. Recognizing strengths is a practice. One way to practice, is to ask other people to hold up a positive strength-based mirror. When you see your reflection through the eyes of those who know you well, you can begin to identify your gifts and strengths. This exercise is called “My Reflection”, which is based on research by Robert Quinn, Jane Dutton, Gretchen Spreitzer, and Laura Morgan Roberts. This is a great exercise for everyone and especially, Peer Support Specialists who work in rural communities and do not get feedback from supervisors and co-workers on a regular basis. This strengths exercise is closely related to [self-advocacy](#).

### Directions:

When you are ready, reach out to people who know you well and you trust. Ask them to write, email, text or if from an oral tradition record a story, about a time when you were at your best. If you have a specific topic you want feedback on, make sure you communicate that effectively. Here are the steps:

(1) Choose your trusted source and seek feedback: Identify 5-10 people who know you well from different walks of life, and ask them to tell you about a time when you were at your best. It is important to tell them if you have a specific area you would like feedback on such as (leadership, compassion, or it could be as simple as getting paper work done- you choose! You are in charge of this process!) Make sure that it is in writing or recorded in order to refer back to, when you want to.

(2) Identify patterns: Once the feedback arrives, look for the common themes. Make a list of the themes, the key examples that support each theme, and what they suggest about your strengths.

(3) Create your best-self portrait: Using this information, write out a brief profile of who you are when you're at your best. Don't skip and don't judge the feedback or yourself. Just trust the process. Make a list of your strengths using one or two words to describe your best self. You should have at least twenty solid strengths that you can draw on to reach your goals and live your best life.

(4) Put your strengths into action: Create an action plan for how and when you'll utilize your strengths. If you have a WRAP plan and new strengths have emerged, you can choose to incorporate them into your plan.

Hey! Assisting others to see their personal strengths is strength!



### Working with Peers:

When working with others, they can do their own version of this exercise. It is very important to know and understand your own strengths before you start assisting others to see their strengths.

### Goal Setting:

Strengths finding, building and maintaining is a key core competency of setting and achieving goals.

### Feedback Sample Size:

When selecting your sources, diversity is critical; the best sources are a mix of personal and professional contacts. Research shows, that feedback is more energizing 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.



References:

Reflected Best Self Exercise, adapted from Robert Quinn, Jane Dutton, Gretchen Spreitzer, and Laura Morgan Roberts.

<http://www.hermanaguinis.com/BH2012.pdf>

Strength based employee evaluations