



Best of Us Instructions

Start with What's Right

Strengths help us better understand our unique talents, giving insight into how we can each bring our best and get what we need to excel as a team. It's preferable that team members take an assessment before this exercise; alternatives are listed below. Feedback, such as a 360 review, can be helpful if providing insight into strengths and abilities; performance-only assessments are generally not useful for this exercise.

- Ask 5-10 colleagues for 3 adjectives and an example of working with you.
- Take a validated strengths-based assessment (usually for a fee) tool such as CliftonStrengths, Hogan, or VIA.
- Guided self-reflection is also possible, but best when done with an experienced coach

Best of Us - Instructions

Materials: Following pages, large poster board, markers

Time: 30-45 minutes, depending on the size of the team and the need for individual reflection.

- 0-2 Minutes - Introduce Best of Us as a way to anchor in what's right about the team as a way to (insert objective, i.e., ie prepare for/improve collaboration/tackle a project, etc.)
- 2-7 Minutes - Allow individuals to reflect on strengths using page 2 as a guide. Gives individuals time to focus and prepare for sharing
- 7-10 Minutes - Give instructions, answer questions, and allow time for set-up: Each team will meet together and take turns answering the questions on the chart (page 3). Everyone contributes their own insights. Reminder, this is not about roles, but strengths.
- 10-35 Minutes - Teams complete the chart, taking turns. While observations, agreements, and surprises will come up naturally, having questions to guide the outcome is important and can include:
 - What does it look like when the team is excelling?
 - Where and when do we fall apart? What are ways we could prevent or change this dynamic?
 - What are the strengths and partnerships we could use more of?
 - What's missing and how might we work together to meet that need?
- 35-40 Minutes - Team commitments: Based on conversation and objective, what can individuals commit to in terms of showing up, giving and receiving support? This can also include what the team will stop doing.
- 40-45 Minutes - Close and reflect on the exercise, next steps and any questions.



01

Understanding Your Strengths

Using your strengths assessment, reflect on the following questions in preparation for The Best of Us a team reflection.

What do you Bring?

Where do you Thrive?

Desired Impact (to what end?)

When are you at Your Best?



03

Best of Us

Using your reflections, what do you bring and need to be your best? How do you define your desired impact when Strengths are in use? Prepare to share with the team.

You get the best of me when...

You get the worst of me when...

You can count on me to...

This is what I need from you:

