

# RECOGNIZING STRENGTHS

*Great leaders don't just focus on what they need to improve—they recognize their strengths and how they can use them to help others. When we understand what we're good at, we build confidence, connect better with others, and contribute in meaningful ways. It's easy to focus on what we struggle with, but true leadership comes from embracing what makes us unique and helping others do the same. In this activity, you'll explore your own strengths, recognize the value in others, and see how great teams are built from different talents, perspectives, and skills.*



**Conversation Starter:** Think about someone who has had a positive impact on your life. What qualities or strengths made them stand out? How did they influence or inspire you?

## RECOGNIZING STRENGTHS IN OURSELVES AND OTHERS

### KEY OBJECTIVES

- Recognize and appreciate personal strengths.
- Identify strengths in others and explore how differences build stronger, more collaborative teams.

### WHAT YOU'LL NEED

- Sticky notes
- Card stock or heavy paper
- Pens or markers

- Take a moment to reflect on your strengths.
- Have each participant write their name at the top of a piece of cardstock and list three strengths or qualities they appreciate about themselves.
- Form two circles. One inner circle where they are all facing inward. Then the outer circle will form around them, facing the inner circle's backs. Each participant should have a partner.
- The outer circle participants write down one strength or positive quality they notice in their partner on a sticky note and attach it to their partner's back anonymously. (Encourage the inner circle to keep their eyes closed. This will be a silent activity.)
- The outer circle continuously rotates to a new partner and repeats the process until the inner circle has received sticky notes from everyone on the outer circle.
- Then switch so the outer circle are facing inward and the participants that just received sticky notes are now giving them to the
- Once everyone has received several sticky notes, give

### FACILITATION TIPS

- Remind participants that strengths come in all forms –not just skills, but also personality traits like kindness, resilience, and creativity.
- If someone focuses on weaknesses, guide them back to recognizing their strengths.



them time to read their strengths and attach them all to their piece of card stock.

## REFLECTION

- How did it feel to recognize and acknowledge your own strengths?
- Did you find it easier to notice strengths in others or in yourself? Why?
- How did it feel to hear others recognize your strengths?
- How does recognizing strengths—both in ourselves and others—help us become better leaders?

## APPLICATION

- Think of a time you focused too much on your weaknesses. How might recognizing your strengths have helped?
- In leadership, why is it important to understand and appreciate the strengths of your team members?
- Dive Deeper: Why do people sometimes struggle to recognize their own strengths but easily see strengths in others? How can we help others recognize their strengths?

**KEY TAKEAWAY:** Recognizing our own strengths—and those of others—helps us build confidence and stronger groups. When we understand and appreciate the unique strengths of those around us, we create a more supportive, capable, and well-balanced group where everyone can thrive.

### CHECK UNDERSTANDING

Did participants recognize and reflect on their own strengths? Were they able to connect self-awareness and recognizing others' strengths to leadership and teamwork?

