

Strengths and weaknesses exercise

Feedback is a vital way (particularly for senior teams) of developing high performing teams. The worksheet below uses language based around strengths and weaknesses and is designed to build resilience to feedback.

Split the team in two groups (for privacy use two rooms). Each group completes the blank worksheet below, one for each member in the other group. Once complete, come together again as a whole team. Nominate who is going to give feedback to whom and take time feeding back each person's strengths and weaknesses in turn so everybody has been given feedback.

Name:

Strengths

What strengths do you identify with this person?

What strengths do you notice they demonstrate at work to you?

Finally using your collective observations what other strengths do think this person could contribute to the team?

Weaknesses

Being incisive - what weakness do you perceive / is most noticeable that seems to get in their way and adversely affects the team? (If possible turn these into actions)

What fears or ineffective behaviours do you notice that they operate from when things are not going so well for them?

For further details and more exercises on developing teams through feedback please purchase *Developing High Performing Teams*, Andrew Jenkins SRA July 2017.

Here's the link:

(Link to follow shortly)