

10 WAYS

TO BE SPONTANEOUS WITH STRENGTHS-SPOTTING



- 1** | **SPONTANEOUS GROUP** | Spot strengths "on-the-spot" in front of others! As strengths pop-up, point them out.
- 2** | **SPONTANEOUS INDIVIDUAL** | Take someone aside to recognize and appreciate their strengths use.
- 3** | **EMPLOYEE REVIEWS** | Weave strengths-spotting into formal feedback meetings.
- 4** | **MISSION LINK** | Evaluate and connect your organization's mission with the strengths you see in your employees.
- 5** | **E-MAIL** | Use 1-2 sentences of an email to your customer or coworker to show appreciation for their unique strengths.
- 6** | **SOCIAL MEDIA** | Observe others' posts and comment on specific character strengths at play.
- 7** | **PHONE MEETINGS** | Use the audio-only nature of phone calls to practice strengths-spotting and build confidence for face-to-face situations.
- 8** | **CHARACTER STRENGTHS-360** | Give your boss or coworker the VIA Classification and ask them to check off 5 strengths they have observed most in you. Invite them to share 1 concrete example for each strength they've checked.
- 9** | **WHEN YOU'RE ALONE AND THINKING** | Reflect on the highest character strengths of others in order to prepare yourself for strengths-spotting when the time comes.
- 10** | **USE CUES** | Consider the top 3-5 signature strengths for each person you work with, then post these top strengths next to your computer or on the inside of a folder so that they're top-of-mind.