

Four Steps To "Strengths Spotting"

From Appreciative Leadership: Focus on What Works to Drive Winning Performance and Build a Thriving Organization

1. Select a Partner. You can be a Strengths Spotter for friends, family and colleagues.

2. Ask your partner to tell you a success story.

Strengths Spotting Question:

Tell me about a recent success, something you've done in the past few weeks or months that gave you great satisfaction, positive energy and pride.

- What did you do?
- What gave you the idea to do this?
- Who else was involved and how did you relate to them?
- Tell me more about what you did to make this a success.

3. Listen to discover your partner's strengths. Strength Spotting requires deep listening for your partners' positive capacities, strengths and abilities – in their own words.

4. Reflect strengths back to your partner.

Based on your success story, I sense that some of your strengths are _____, _____, _____ and _____.

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