



My personal superhero strength

What you need upfront	nothing	
When to use it	In groups / teams that do not yet know each other very well	

You can do this any time in the meeting, it can be in the beginning, or a bit later, when there is already a good mood.

It is a good way to foster good mood and get to know each other better

- a) Everyone focuses on their strengths which for most people is rather unusual
- b) Everyone is invited to talk about their strengths, and as difficult as this usually is, the assumption of it as a superhero strength makes it fun and way easier 😊
- c) Practising change of perspective – looking at oneself as a superhero for most people is one.
- d) You see your team members with different eyes – it can give people a glow to think about oneself as a superhero
- e) People understand one another better – what seemed maybe annoying or weird one time, now starts to make sense, as this is something that makes the person the individual they are.

How to do it:

- 1) Very simple: You can put it as a question (I would do it in written, e.g. on a whiteboard or on a slide), e.g.

“My personal superhero strength I am bringing into this team”

“You might not know I am a superhero, however, you all can see my strengths...”
- 2) Combine it with the “Doing Rounds” to make sure, that everyone can speak-up and talk about their superhero strengths.
- 3) Plan enough time for it – this might seem like a light thing, and it is, yet it is powerful for the team dynamics and you do not want to miss the opportunity by being cut short because of time!