

STRENGTH CARDS BY BUSINESS GRIT



The Strengths Cards are designed to be used by therapists, teachers, leaders and individuals who want to influence and enhance the performance of people.

Some simplify character as “grit” or “self-control,” we know that character is more than simply individual achievement or a person’s behavior. It is a broad and complex family of thoughts, feelings and behaviours. Character is the sum total of who we are; it’s our unique DNA; who we are at our best.

The set comprises twenty-four specific strengths represented on double sided printed card, with beautiful, glossy photographs on one side and Character Strengths by Christopher Peterson and Martin E. Seligman on the other. Peterson and Seligman conducted systematic classification and measurement of widely valued positive traits. They approached good character in terms of separate strengths such as authenticity, persistence, kindness, gratitude, hope, humour and so on, each of which exists in degrees.

The cards come in a light weight, protective, plastic wallet, perfect for travel. Why keep them tucked away though, they make beautiful artwork in any office or home environment.

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contact@businessgrit.com.au

www.businessgrit.com.au

ABN: 45 044 101 799

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How you might use the Strength Cards by Business Grit ©

For individuals using the cards for themselves or for people working with individuals, like therapists, educators or leaders.

Sort the deck of cards into 2 piles titled

Like me

Not like me

Take the 'like me' pile and ask yourself ***"Which one of these strengths has been most useful in the past?" "Describe examples of the times that you used this strength and things turned out well"***.

Take the rest of the 'like me' pile and ask yourself ***"Which of these strengths will be most helpful in the next stage in my life?" "How do you plan to apply these strengths?" "What are practical things that you can start doing that use your strengths?"***

Take the rest of the 'like me' pile and ask yourself ***"Which strength would be most helpful to me right now?" "Think about where you might apply a strength in the immediate future." "How might things turn out differently if you use this strength."***

Take the rest of the 'like me' pile and ask yourself ***"Which strength do I think might be most helpful to me in the future?" "What long term challenges will you have where you will need to remember to use these strengths?"***

Ask yourself ***"What parts of my life am I currently not completely happy with. Where am I not achieving my goals?" "Which current challenges can I apply my strengths to?" "What would my next steps be if I consciously used my strengths?"***

Ask yourself ***"Which of my strengths do I need to use a little more often?" "What am I not doing, that I COULD be doing better?"***

Ask yourself ***"Which strengths do I need to continue using, that I'm already using well?" "Where are my strengths currently working to my advantage." "What opportunities can I seek out to use my strengths?"***

Ask ***"Remember the last time you felt immensely proud. Which strengths were you demonstrating?"***

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For Employers/Leaders/Workplaces

Strength 360. Take all the cards to a core group of people around you and ask them ***"I'm interested in learning about my strengths. Can you help me identify my personal strengths?"*** Ask them for examples of why they selected the cards they selected. ***"Can you tell me about a time that you noticed me being X {e.g. Brave}"***.

At performance review, prepare the deck of cards by selecting the strengths displayed by your team member. Prepare examples of times they demonstrated those strengths to the company's advantage. Give them the cards that represent that strength and tell them stories about the times you noticed it. ***"I'd like to share with you the strengths I've noticed you demonstrate over the past x months [e.g. 6 months]"***. Tell them how this strength has led to success for the business.

Ask them "Can I get your commitment, that you will continue to use this strength in the next X months [e.g. 6 months]."

Prepare them for future success by saying "Your strength of X [e.g. Creativity] will be important in the upcoming challenge X [e.g to reduce costs of production]."

If you have a team member you know has potential but is not performing at the desired level, select the strength cards you know they possess. Review each card, give them positive examples of times they have demonstrated the strength. Ask them to add their own examples of times they have displayed that strength "When else have you used these strengths in the past?" *Note: this creates a precedent, if they have the strength, if they have used it in the past, then they CAN use it again. The psychological technique used here is called attribution.

You could summarise by saying, "You're the kind of team member that is curious, honest and demonstrates great team work".

Select an area you need them to work on. [e.g. customer service].

Ask them questions like

"How might you apply your curious nature to customer service?"

"Are you curious about the challenges we are having in customer service?"

"Can you be honest with me about what you feel we can do to improve your customer service?"

"If you and I worked as a team, what would we do to solve our customer service issue?"

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"How can we use honesty in a way that benefits the customer?"

"What would it look like if you applied your team work skills to customer service challenges?"

You can use the Strength Cards in team meetings or toolbox talks by spreading the cards out on a flat surface and asking the team to ***"Identify one strength each that represents you?"***

Next the team take it in turns to talk about:

"When was the last time they used their strength either at work or at home."

"How they will use their strength it in the next shift/week/period."

"In this Project [e.g. rollout of new technology] what strengths will be most important."

"What strengths are we missing as a team? Who can we engage to assist us with that?"

"Here at our company [e.g. BlueScope Steel], which strengths do we traditionally value most?"

"As we roll out this new technology, what strengths could we value a little more".

There are an infinite number of ways you can use the strength cards, use your own creativity, perseverance and love of learning to find more ways.

We would love to hear your feedback and ideas on how to use the strength cards.

Please complete our feedback survey <https://www.surveymonkey.com/r/STRENGTHCARDS> it takes about 1 minute.

A sincere thank you from the team at Business Grit.

Kind regards



Nic Sullivan
Managing Director
Business Grit

