

# When I am At My Best

The When I am At My Best exercise gives you a 360 degree view of your strengths. You collect and synthesise feedback from people who have seen you at your best in various spheres of your life, so you can examine your impact on others. Additionally, you reflect internally on your strengths and skills. This combined external and internal input provides valuable insights to help you get clearer on strengths to lean into more to maximise your impact.

## 01

List 10+ people from different spheres of your life who know you well and have interacted with you closely e.g. family members, friends, managers, colleagues, teachers, mentors etc. who have worked with you and have observed your impact on them and others.

## 02

Send emails to the people you have identified, requesting they describe a specific situation(s) where they have observed you at your best, and collect their responses via a form (e.g. google form), so you can easily synthesise the responses.

## 03

Look for patterns in the responses. Cluster themes that reappear, noting:

- The theme
- When it occurred
- Who noticed it
- Your reflections

## 04

Compose your self portrait of who you are at your best. Make it a paragraph that starts with, "When I am at my best, I...". Outline what you do when you are at your best, drawing on themes that surfaced from external inputs and reflection from your past experiences.

## 05

Use insights you have gained to take action. Reflect on these questions:

- How could you set career goals in alignment with your strengths?
- What experiences and roles/jobs could use your strengths?
- How can your strengths bring value to others and the world?