

# Strengths and Values-based Introductions

- 📍 Communication
- 🕒 10 min. / person
- 👥 Group

## Tool Description

### Instructions

Remember that the goal is to find a story you can tell that describes you at your best. The questions below are guides for how you can find a number of different stories to tell. There are no right or wrong answers, and you don't need to answer all of the questions.

1. For a start, just read through each of them and see if one of them seems to jump out as being readily answered or as wanting some additional thought and focus. Go through until you have found one or two that have substantive answers. Do any of them remind of experiences you have had? What is the story behind them? (Don't worry if you haven't found a story yet.)
2. Take a second pass through the questions to see if any other questions resonate with you. Again, ask yourself if any of them remind of experiences you have had and what the story is behind them. (Again, don't worry if you haven't found a story yet.)
3. Look for patterns in your answers to the questions. Do any themes emerge? What do those themes tell you? Do these themes remind you of any experiences or stories in your life? Is there a time when you acted out one of these themes.
4. Repeat steps 1-3 until you have a story you like. If you find yourself having trouble, ask a close friend to try answering these questions about you, record the feedback, and try going through steps 1-3 again on your own with those ideas in mind.

### *You at Your Best*

What is the moment/event of which you are most proud? Why?

- What is your greatest achievement to date? Why?
- What are your top talents?
- What do you do best?
- What are you like when you are at your best?
- If your spouse or best friend were asked to describe you at your best, what would he/she say?

### *Your Motivations*

- Why did you choose your line of work?
- Why did you choose your company?
- How does your line of work, and the company's mission, fit in with your overarching life goals?

### *Your Interests*

- What do you enjoy doing?
- Which tasks do you do well, and why?
- In which work tasks can you get so involved that you wonder where the time went when you finish them?
- Which work tasks are invigorating challenges that you like tackling? (If your answer to this is “none,” then determine which work tasks/assignments you would like to take on as an invigorating challenge — consider suggesting to a decision-maker that you actually take these on!)
- If you could design your own job and task list at this company, what would it be? (If you need to, start with an unrealistic answer, and then work back into reality from there, but DARE TO DREAM!)

### *Your Task(s)/Project(s)*

As you move into a specific project, have everyone consider the following:

- What can you contribute to this project?
- Which tasks do you hope to do?
- How does this project fit into your job?
- In which ways is this project an invigorating challenge? If it isn't yet, how can you make it so?
- How does this project and task list fit into your motivations, life aims, and career goals? If it doesn't, what can you add or change that will make this task more than just an assignment?

### *Evaluation (optional)*

After using this tool, reflect on the following:

- How did it feel giving your introduction? What made it more easy/difficult?
- Did you learn anything new about yourself in this process? (If so, what?)
- Did you create a clearer self-definition in this process? (If so, what did you find and how did you find it?)
- If you came up with multiple stories, how did you select the one you told?

Do the strengths and values present in the story you told show up in many areas of your life?  
How can you make them more prominent in your everyday living?

**Author:** This tool is a modification made by Orin Davis ([www.qllab.org](http://www.qllab.org)) of an exercise described by Martin Seligman (2004) and Nansook Park and Chris Peterson (2009).