

# Your 5 Day Challenge Instructions



Change creates change – small steps often lead to significant changes. To develop a strengths-focused mindset, we offer you the following exercise, our 5-day challenge. The 3 elements involve interactions on three levels – with yourself, in one-to-one conversations with your team members, and in meetings with your team. Use the page to take notes on your experience.

## 1. With myself

*At the beginning of each day:*

Which of my strengths will make most difference to my results today?

*At the end of each day:*

What were my best achievements today? What did I do well? Which achievements or successes did I enjoy most?

## 2. In one-to-one meetings with my team members

*At the beginning of each meeting I will ask them:*

'What have been your successes/achievements since we last met?'

*(Give feedback on strengths on show)*

*At the end of each meeting:*

'What was most useful (in our meeting)?'

## 3. In Team meetings

*At the beginning of the meeting I will ask:*

'What successes or achievements have you each had since our last meeting?'

*(Give feedback on strengths on show)*

*At the end of the meeting:*

Ask 'What have we achieved in this meeting? How can we make the next meeting even better?'

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These simple exercises encourage a strengths focused mindset. Of course there may be the need to discuss weaknesses or problems. However by beginning regular conversations with a focus on strength, we then 'find the energy to fix what is not working'. Make a note of your experiences during the 5 days below:

## My 5-Day Challenge

What I did	The impact I noticed it have
<i>With myself:</i>	
<i>In one-to-one meetings:</i>	
<i>In team meetings:</i>	