

FACILITATION TECHNIQUE	Strength Building exercise
CORE PURPOSE / FOCUS	#team-building #intragroup openness #collaboration
PHASE	#closing #review #get-to-know
SKILL / CONTENT	#appreciation #self-esteem #active listening #empathy
TIME FRAME IN MINUTES	#<15 #<30 #<60 #60-120 #>120
GROUP SIZE	#1-5 #6-15 #16-30 #>30
FACILITATION LEVEL	Skilled
COMFORT ZONE	Stretch

Introduction

People develop confidence and self-esteem as they discover that their achievements and skills are valuable. This is an exercise for team building and for increasing self-esteem and mutual trust.

Necessary tools (what you need)

- Videoconferencing tool of your choice.
- Web cameras.

Steps

1. The participants are in a small group. Each person has a turn as they focus on the group:
 - a. She or he describes an event in which they achieved something that they felt good about. It does not have to be about work. Everyone else listens intently.
 - b. Each group member tells the person above two or three strengths she must have used to achieve it. The person adds one or two of her or his own.

- c. The person states the one strength out of all the ones they have heard that they like the best. If people are ready they may own this by going around the group and saying to each person in turn "I am (e.g.) resourceful!".
 - d. The facilitator may encourage further growth by encouraging her or him to use a clear and positive tone of voice and posture with no trace of self-deprecation.
2. After everyone has had a turn, ask people how they feel about themselves and the group and what they have learned.

Tips & Tricks

- Preferably have a gallery view turned off for all participants, so everyone can see everyone during this exercise.
- When facilitating group discussion, we recommend participants use non-verbal means to indicate they would like to speak. You can use tools like Zoom's nonverbal feedback options, a reaction emoji, or just have people put their hands up. The facilitator can then invite that person to speak.

The exercise is successfully completed when? Conclusion?

People develop in confidence and self-esteem as they discover their achievements and skills are valuable. They appreciate the depths in other people and want to know more. The shared and rather intense experience builds group cohesion and trust. People enjoy it too.

The exercise is successfully completed when you managed to achieve at least one of the following:

- To show that appreciation and being positive is valuable.
- To help people get to know each other deeply.
- To build trust and mutual respect in a group or team.
- To build personal self-confidence and self-esteem.

Source

https://www.nickheap.co.uk/exercises_page/strength-building-exercise/