

Strength Sorter Activity



Developed by Andi Roberts MBA

**Freelance bilingual (Spanish-English)
Facilitator-Coach-Consultant**

www.masterfacilitator.com & www.andiroberts.com

Strength Sort Activity

Aim

This document is a self assessment of personal strengths. There is no write or wrong answer or even the correct strengths to have. Each person is unique and that is the combination of education, experience and values that help develop a persons strengths. This activity is not psychometric and you may choose to share the information with others or not. It is for you to reflect on your own style and abilities.

Instructions

- 1 – Print out this document
- 2 – Cut out the table named “Strength’s Cards” in to 37 separate cards
- 3 – Working on a large table or flat space carry out the initial sorting process
 - Place the 3 column cards at the top of the table in the order from left to right “My Strengths”, “Neither Strength Nor Weakness”, “My weakness’ ”. You should think about those strengths / traits / ways of being that you are most like most of the time.
 - Take your time and sort out the 34 cards in a line below the column cards
 - 11 Cards that you believe describe your best strengths.
 - 11 Cards the you believe describe your weaknesses.
 - The remaining 12 cards go in the middle column that are neither.
 - If you are unsure of the meaning / explanation of a card look up on a dictionary the meaning of the title and the key words of an explanation. If you are still unsure use a thesaurus to look up alternative titles for the card. If online try www.reference.com which has a dictionary and thesaurus or <http://en.wiktionary.org> .
 - Take a break or do something else for at least 30 minutes and then return to the list and re-examine your choices. Swap cards around if necessary.
- 4 – Write down on the sheet named “Strength Sort Initial List”, the initial list from the three columns.
- 5 – Clear away the columns and cards from “Neither Strength Nor Weakness”, “My weakness’ leaving just strengths cards on the table.
- 6 – Carry out a swap sort process on these cards.
 - Examine the bottom two cards of the column of cards.
 - Ask yourself of the two, which is a greater strength, the bottom one or the one above it. If the answer is the bottom card then swap them around.
 - Carry on this process with the last but one and the one above it.
 - Keep this process going so that eventually you will have examined each pair of cards and your biggest strengths will have migrated up the list to the top.
 - Again take a break and come back to the cards and do the process after say 30 minutes or more.
- 7 – Write down this list in the section titled “My Top 5 Strengths & Reflections”.
- 8 – Reflect on this list by answering the questions in the reflections section.

My Top 5 Strengths & Reflections

My top 5 Strengths are

- 1.
- 2.
- 3.
- 4.
- 5.

What are my initial reactions having done this process?

How do my strengths manifest themselves in my day to day living?

How can I use my strengths to make me evening more productive in helping me achieve my goals?

What is one key "take away" that I have gained from going through this Strength Sorter Activity process?

Strengths Cards

Cut out the cards on the following sheets.

<p>Column Card My Strengths</p>	<p>Column Card Neither Strength nor Weaknesses</p>	<p>Column Card My weaknesses</p>
<p>Dynamo Has a great deal of stamina and likes to work hard. Thrives on being busy and productive.</p>	<p>Energiser Likes to turn thought into action. Thrives on putting ideas into practise. Does not like to hang around.</p>	<p>Accommodator Likes to take things as they come. Happy with uncertainty knowing that the future will sort its self out.</p>
<p>Diagnostic Likes to search for the reasons and causes of issues. Thrives on thorough thinking before taking action. Very analytical.</p>	<p>Developer Likes to organise things but is flexible in the approach. Thrives on connecting resources to attain maximum productivity.</p>	<p>Conviction Keeps to certain core values. These values support the life purpose of the person. These values show up in how this person lives and makes decisions.</p>
<p>Conductor Creates a strong presence. Thrives on decision making and taking control when required.</p>	<p>Speaker Is able to communicate well. Is very comfortable putting across their ideas and find presenting easy.</p>	<p>Challenger Likes to measure there progress against their peers. They thrive on the pressure of competition.</p>
<p>Affiliated Believes strongly in the links that binds them to other things and people. They believe that things happen for a purpose.</p>	<p>Constancy Believes that everyone should be treated equally. Ensures that rules are adhered to by all no matter what race or position is held.</p>	<p>Background Believes that what happens in the present has a strong connection with the past. Thrives on understanding what happened previously to better understand the present.</p>
<p>Calculating Believes that good decisions are made by taking serious care in the analytical process. They anticipate potential obstacles.</p>	<p>Facilitator Believes in achieving success by developing others. They look to encourage and support learning in others knowing it will also help them.</p>	<p>Self Control Believes in the need for routine and structure. They enjoy being planned and organised ahead of time.</p>

<p>Appreciation Are very good at sensing the feelings of others. They are able to place themselves in other people's situations.</p>	<p>Purpose Creates clarity on objectives and follows through to ensure it/they is carried out. They prioritise and adjust where required but ensure the task gets done.</p>	<p>Visionary They are future focused and inspired by the possibilities the future holds. They inspire and motivate others to engage in their ideas for the future.</p>
<p>Harmony Creates consensus. They are skilled in getting joint agreement to avoid conflict.</p>	<p>Encompassing They believe strongly in accepting the ideas and opinions of other. They are very aware of knowing who is left out and how to bring them in to the fold.</p>	<p>Ideation. They are skilled in the development of ideas. They are excellent at connecting what looks like disparate data.</p>
<p>Individualization They are studiers of the unique differences in people. They are skilled at understanding how very different people can draw on their strengths to work together well.</p>	<p>Learner They are always interested in knowing more, They are keen collector and archivers of information.</p>	<p>Scholarly They are people who are keen on intellectual activity. They like to debate and are often introspective in that they turn inwards to make decisions.</p>
<p>Maximizer Is strengths focused and stimulates people and teams to do their best with their gifts. Likes to take things from good to even better.</p>	<p>Positivists Are very upbeat and enthusiastic. They are excited by what they are going to do and spread that enthusiasm in others.</p>	<p>Relator Are very friendship orientated, they work hard and at a deep level with friends to achieve common goals. They spend time improving and developing their relationships.</p>
<p>Committed Are very focused on ensuring that they do what they say they will. They value honesty, loyalty and hard work to get things done.</p>	<p>Problem solving People who are skilled at sorting out problems from a psychological and mental standpoint. They have strong resolve when issues appear.</p>	<p>Self Assured People who are confident in their own abilities to get things done and at the same time confident that their ideas will work.</p>
<p>Prestige People who want to be seen as important in the eyes of others. They wish to be recognised by others and are generally independent.</p>	<p>Acute People who are able to study a scenario and quickly develop and evaluate different scenarios. They tend to be good at spotting relevant patterns and reading between the lines to get to the real issues.</p>	<p>Networker People who enjoy meeting new people and establishing relationships. They are comfortable breaking the ice and being the soul of the social event.</p>

Feedback

Andi Roberts would like to receive feedback on how you got on using this activity. If you have ideas for improving it or a story on how it helped you, please feel free to send an email to Andi Roberts through his email [andiroberts\(AT\)masterfacilitator\(DOT\)com](mailto:andiroberts(AT)masterfacilitator(DOT)com).

Additional resources

Andi Roberts places many of the documents he develops for his work as a coach, facilitator and HR consultant on his website www.masterfacilitator.com. To access these, simply go to the web site and click on resources.

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