

What I Appreciate About You....

Instructions: Gather the team together, sitting in chairs in a circle with no table in the middle.

Once everyone is settled, say this to the group:

Each of you is an accomplished individual who, over a lifetime, has gained many tools that help you do what you do. Every time you walk in the door, you bring into the room your track record of experience, intelligence and measured results. And after all is said and done, the most powerful tool you have is yourself, your way of being, your way of thinking and feeling, the way you work and behave with each of us and everyone else in the organization. Who you are shows up in countless ways and has everything to do with your success.

Sometimes we forget who we are. We don't notice how we behave. We just behave. So, we're going to ensure that everyone in this circle knows exactly what each of us values about them. Here's how we'll do this.

Each of you will have one minute to tell us what you bring to the team. Then the rest of us will have an opportunity to tell you what we appreciate about you. All you are allowed to say is, "thank you."

While waiting your turn resist the temptation to think about what you will say when it's your turn. Instead, focus entirely on the team member whose turn it is at any given moment. Clarify what you really appreciate about this individual. If you have just met them, think about what they said about what they bring to the team and what you appreciate based on what they said.

As the leader of the group, you then ask who would like to start. If the group is reluctant you may decide to start with yourself to get the group going.

The timing is:

- 1 minute for the person to share what they bring to the team.
- 9 minutes total for each of the other team members in the circle to appreciate that person.
- Then move to the next person.

Continue until everyone has had a turn.

Source: Susan Scott, *Fierce Conversations*, 2017.