FREE WORKSHEET · CONVERSATIONS

What We're Good At

A conversation about strengths, recognition and the work that goes unnoticed

The longer you do something well, the less anyone mentions it. Good work becomes expected and only problems get talked about. Over time confidence slips, and people start to underrate exactly the things they are best at. If you work for yourself, there may be nobody to say it at all.

This is often the easiest of these conversations to start, and the one people remember. It gives you a reason to say out loud what you usually only think.

IF YOU NEED HELP NOW

If there is an immediate risk to life, call **999**. The Samaritans are available free, 24 hours a day, on **116 123**. In England, NHS 111 (option 2) connects to an urgent mental health service.

01

Think about it first

EXERCISE

On your own

1. Something I do well that nobody has mentioned in a long time:

2. Something they do well that I have never told them:

02

Opening question

> ASK THEM
>
> “What’s something I did recently that made your work, or your week, easier?”

03

Going deeper

- What do you think I am good at that I might not see?
- What work happens here that nobody notices until it stops?
- What is one thing you are good at that you do not get to use enough?
- How do you like to be thanked: out loud, in writing, privately, or not at all?
- What feedback would help you most, and how often?

> IF YOU ARE STARTING IT
>
> Be specific. “You’re great” is easy to brush off. “The way you handled that call on Tuesday kept things on track” is not. And when it is your turn to hear it, say thank you and nothing else.

04

What we agree

EXERCISE

Before you finish

1. One way we will recognise each other's work:

2. How each of us prefers to get feedback:

3. When we will come back to it: