

3.3 OBSERVATIONAL EXERCISE

Strengths

Purpose

1. To learn to recognize people's strengths
2. To gain an understanding of the role of strengths in the leadership process

Directions

1. In this exercise, your task is to observe a leader *in action*. The leader can be a teacher, a supervisor, a coach, a manager, or anyone who has a position that involves leadership.
2. Based on your observations of the leader in action, identify areas in which the leader has strengths and areas in which the followers have strengths.

Questions

1. Based on the virtue-based strengths listed in Table 3.3, identify two strengths you observed the leader exhibit. How did these strengths affect his or her followers?
2. Discuss what strengths group members appeared to exhibit and how these strengths may complement or distract from the leader's leadership.
3. Do you think the followers in this situation would feel comfortable expressing their own strengths to others? Discuss.
4. If you were coaching the leader in this situation, what specific things could she or he do to create a positive environment where the expression of people's strengths was welcomed?