

Celebratory Questions

- What's one strength you're proud of, and why?
- If you could add a new strength to your toolkit, what would it be?
- What's an activity that really helped you use your strengths in a way that made a difference?
- What kinds of strength-based activities do you enjoy the most or want to do more of?
- What helps you do your best work, and which strength do you feel it connects to?
- What's one small step you can take to bring your strengths more into your work or team?
- If a team member described your strengths, what do you think they would say?
- Which strength did you rely on most this week?
- Which of your strengths do you think has been the biggest help in your success, and how do you use it?
- Which strength do you feel has the biggest impact on your team, and why?
- How do your strengths help you work through challenges or hit goals?
- Have you helped someone else improve a strength recently? How did it go?
- Can you think of a time when focusing on your strengths helped you succeed?
- How do your strengths influence the way you make decisions? Can you give an example?
- How can your team make the most of everyone's strengths in day-to-day work?
- What's something you do to get better at using your strengths in your work?
- Have you ever teamed up with a co-worker and used your combined strengths to achieve something great?
- When you think about your strengths, does it make you feel more energised at work? How so?
- What strength do you find yourself using the most every day?
- Can you share a quick example where one of your strengths helped you out?
- Is there a strength you wish you could use more often? Why?
- Think back to a time when one of your strengths made a task feel easier. What happened?
- Which strength do you enjoy using the most?
- How do you use your strengths to help others at work?
- What's one way you like to celebrate or recognise your strengths?

Growth Questions

- Have you ever used a strength so much that it became too much? How did you deal with it?
- How do you keep an eye on any weaknesses tied to your strengths?
- Can you think of a time when you noticed a weakness in one of your strengths and worked to improve it?
- How do you make sure you don't rely too heavily on your strengths, and what do you do to balance it?
- Can you share an example where feedback helped you identify and work on a weakness?
- Have you ever had a situation where your strengths clashed with someone else's? What did you learn from that?
- How do you push yourself to develop skills outside of your top strengths?
- How do you balance working on your strengths with growing areas that need improvement?
- Can you think of a time when realising a blind spot helped you work better with others or make a better decision?
- What advice would you give to someone who might be leaning too much on their strengths?
- Is there a strength you feel you'd like to get even better at?
- Have you ever noticed a strength that you find harder to use sometimes?
- Can you think of a time when a weaker strength got in your way?
- What's one strength you'd like to focus on improving?
- Is there a strength you feel you could really use more support with?
- Have you ever had feedback that made you realise you need to work on one of your strengths?
- What's one area where you'd like to feel stronger or more confident?
- Can you think of a time when recognising a blind spot made things easier for you?
- Is there a strength you wish you had more of, and why?
- How do you remind yourself to keep working on areas where you want to grow?