




2.3. EVERYBODY HAS SKILLS – MEASURING PERSONALITIES

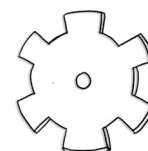


Aim

An exercise to be used twice as part of a longer training course, once at the beginning, once at the end. The aim of the exercise is to make people aware of their own skills, and also of what they are not able to do (yet).

 <p>Time needed Two times 20 minutes plus evaluation time (especially after the second run)</p>	 <p>Resources needed Long strip of paper (five to 10 metres) with a scale on it from one to 10</p>	 <p>Group size Six to 30 people</p>
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Step-by-step description



1. Explain to the participants that the scale is to mark your personal abilities on and that all participants are supposed to judge honestly for themselves if they do not have these abilities almost at all (1) or if they think they already have them perfectly in order (10). Explain that the exercise will be repeated at the end of the training to see if there are any changes, either because people have acquired skills or discovered they had skills they did not know about yet. Also make clear no one will be judged on where they are going to stand, because the exercise is mainly for themselves.
2. Put a statement to the group and ask people to take places; if they agree completely with it, they should go to 10, if they feel that it does not apply to them at all, to 1. Or they can find a place in between.
3. Ask a few people in the group to explain their positions, but do not force anyone to say something if they do not feel like it.
4. Repeat the exercise with several other statements.
5. At the end of the training, repeat the method and ask people if anything has changed for them since the first time.

Examples of statements

- ▶ I am very good at co-operating;
- ▶ I am a natural leader;
- ▶ I am good at giving feedback;
- ▶ I am good at receiving feedback;
- ▶ I am good at helping people;
- ▶ I am innovative and am always coming up with new ideas;
- ▶ I have lots of patience;
- ▶ I am good at talking in front of a group;
- ▶ I am good at planning;
- ▶ I have a good sense of humour.

Reflection and evaluation

- ▶ Were there many changes in your positions the second time in comparison to the first time?
- ▶ Did you gain certain qualities/skills?
- ▶ Were there areas in which you underestimated yourself?
- ▶ Were there areas in which you overestimated yourself?
- ▶ Did you learn more about yourself or others?
- ▶ Was it difficult for you to step down a bit (if you had to)?