



## Technical sheet for mentors



### 3. MY STRENGTH SPOTTING INTERVIEWS

Mentorvention Phase	Dimension	Duration (mins)	Number of participants (min/max)
Mentorvention Circles	Self-awareness	30 mins	3
<b>Learning-2-Learn dimension elements;</b>	<ul style="list-style-type: none"> <li>- Reflecting on past experiences</li> <li>- Evaluating own strengths</li> <li>- Evaluating own limitations</li> <li>- Understanding own motivations</li> <li>- Locating own interests</li> <li>- Evaluating own aspirations</li> </ul>		
<b>Tags</b>	Character strengths, insight, resources, motivating, interviews		





### The aim of the activity

This activity will help mentees explore their personal strengths and other resources and competencies by identifying strengths in themselves and in others based on their real-life experiences and situations. By doing this, mentees should gain insight into and knowledge about one's strengths and resources, enhancing the possibility of reinforcing these. Knowledge and awareness of one's strengths and learning how to recognise them are both motivating and useful when trying to create lasting improvements in life.

### Preparation

Pens & post is for each participant to register the information received.  
Print handout - Strengths Spotting interview. One for each group.  
Use the Support Information 'My Strengths' to promote an easy identification of the strengths shown during the interview.

Include My Character Strengths results from the VIA online survey as inspiration.

### Application

#### INSTRUCTIONS

This activity is best suited to be completed after having completed the **Character strengths finder** activity.

Introduce the exercise by going through an example. Ask one mentee who will be willing to reply to the question in plenary by either this example: "Tell me about the best day that you can remember having, where you took responsibility", or you can come up with your own questions. Along the story, ask the participant open-ended questions to hear more about what she did and go further into the story. Show the group how you take notes on post-its. Each time you hear something that represents a strength that she used, then write that strength on a post-it.

Divide bigger groups into small groups of 3.

One will be the interviewer, one will be the listener, and one will be the interviewee. Each interviewee will get 10 minutes - 7 mins to tell the story, and 3 mins to get feedback.

After the interview is over, the listener will give feedback to the interviewee, and tell her what her strengths are from her story. She will place the post-its in front of her ( or on






her if you want to give it a more personal and fun touch), as she tells why she has chosen to give her that strength. Other positive feedback is also welcome.

After the activity, talk to the mentees about which effect this activity had on them and how they can use this in the future.

Ask the participants to take note of the strengths that they were given (take a photo of the post its or write them down)

 Direct link to the activity handout on the learning platform	<b>Learn more</b>
<a href="https://upsim.aidlearn.eu/en/">https://upsim.aidlearn.eu/en/</a>	Character strengths: <a href="https://www.viacharacter.org/character-strengths">https://www.viacharacter.org/character-strengths</a>





## Activity tool

This activity aims to create a dialogue about strengths by interviewing each other and enhancing awareness of the strengths of others.

In groups of 3 persons you will conduct the interviews.

Person one is the interviewer

Person two is the interviewee

Person three is the observer, who listens and spots the strengths and resources revealed in the dialogue.

Use the strengths handout and write the strengths that you hear in the interview. You are most welcome to write any resources, competencies or successes and apply this in your feedback. Feel free to come up with your own questions.

### GUIDING INTERVIEW QUESTIONS

1. What sort of everyday things do you enjoy doing?
2. What makes a really good day for you?
3. Tell me about the best day that you can remember having?
4. What would you describe as your most significant accomplishment?
5. When you are at your best, what are you doing?
6. What do you think are the most energising things that you do?
7. Tell me about a situation when you felt that you were truly yourself.
8. Do you have a vision for the future? What is it about?
9. What are you most looking forward to in the future?
10. Thinking about the next week, what will you be doing when you are at your best?

