



Team “Superpowers” Activity (40 mins)

Purpose: Build trust, highlight strengths, and spark team connections.

What You’ll Need:

- ☐ Meeting space (virtual or in-person)
- ☐ Facilitator (you or team member)
- ☐ Worksheet or digital template to capture insights

Steps:

1. **Set the scene:** Begin with an explanation: *"Understanding each other's strengths can help us collaborate more effectively. In this activity, we'll identify and share the unique skills each person brings to the table, helping us work better as a team."*
2. **Individual Reflection (5 mins):** Have each team member complete the attached reflection worksheet. This can be done ahead of the meeting, or you can spend the first few minutes working quietly.
3. **Team Sharing (15-20 mins):** Team members share their “superpowers” with the group, and how they might help the team.
 - Encourage creative names for their powers (e.g., “The Connector,” “Captain Calm,” or “The Optimizer”).
 - Open the floor for others to chime in with examples of when they’ve seen these superpowers in action.
4. **Build Collective Strengths Map (10 mins):** On a shared board (digital or physical), create a “Team Superpower Map”
 - Write each person’s name and their superpower(s).
 - Identify any gaps or overlaps (e.g., “We have a lot of Planners, but could use more Risk-Takers”).
5. **Actionable Takeaways (5 mins):** Discuss how these shared superpowers can help the team work better together.
 - Prompt: “What’s one way we can lean on each other’s superpowers more moving forward?”

Chaz Tips: Consider using a tool like Gallup StrengthsFinder® as a structured way to identify individual and team strengths.



Alternatively, you can craft a blank “strengths map” in advance using the attached list as inspiration. Leave a few sections blank to add any additional strengths your team identifies.

Why It Works:

- Encourages positive recognition
- Helps the team see each other’s unique value
- Reinforces a culture of trust and collaboration



Team “Superpowers” Activity

Sample Strengths List

Problem-Solving: The ability to analyze situations, identify challenges, and create actionable solutions.

Relationship Building: Connecting with others, fostering collaboration, and maintaining strong professional relationships.

Adaptability: Remaining flexible and adjusting quickly to changing circumstances or challenges.

Creativity: Generating innovative ideas and approaches to overcome obstacles or improve outcomes.

Communication: Clearly and effectively conveying ideas, listening actively, and ensuring mutual understanding.

Organization: Keeping tasks, deadlines, and priorities in order to maximize productivity and efficiency.

Empathy: Understanding and sharing the feelings of others, helping to build trust and rapport.

Time Management: Allocating time effectively to balance competing priorities and meet deadlines.

Calmness Under Pressure: Maintaining composure and focus during high-stress situations.

Collaboration: Working well with others to achieve shared goals, embracing diverse perspectives.

Strategic Thinking: Seeing the bigger picture and planning for long-term success.

Attention to Detail: Ensuring accuracy and thoroughness in work, catching mistakes before they happen.

Data Analysis: Interpreting data to find trends, insights, and solutions that inform decision-making.

Motivating Others: Inspiring and encouraging teammates to stay engaged and perform at their best.

Risk-Taking: Willingness to step out of comfort zones, try new approaches, and embrace uncertainty.

Conflict Resolution: Addressing disagreements constructively and finding solutions that benefit all parties.

Visionary Thinking: Imagining new possibilities and inspiring others to work toward a shared goal.

Dependability: Being reliable, consistent, and trustworthy in fulfilling responsibilities.

Curiosity: Eagerly seeking new knowledge, experiences, and ways to improve.

Leadership: Guiding, motivating, and supporting a team to achieve its objectives.





My Superpower Worksheet

1

What is your superpower?

(Describe a skill, quality, or strength you bring to the team.)

Example: "I excel at breaking down complex problems into simple steps."

2

Give your superpower a name!

(Be creative!)

Example: "The Simplifier"

3

How does your superpower help the team?

(Provide examples of how this strength has contributed to success.)

Example: "When we were on a tight deadline, I created a step-by-step action plan that kept us on track."

4

What support helps you use your superpower effectively?

(What do you need from your team or manager to maximize your impact?)

Example: "Clear communication about priorities helps me create better plans."

5

What's one way your superpower could grow or evolve?

(Consider how you can further develop or expand your strength.)