



LOATHE IT

OR



LOVE IT

### MATERIALS:

- Paper and pen (optional)

### INSTRUCTIONS:

Designed by Marcus Buckingham, a leading strengths movement guru, this exercise has participants go through their day and take note of how their emotions change depending on what they're doing in order to capture and be energized by things that cultivate positive emotions.

1. Ask participants to reflect on the last 24 hours. Have them to make note of times when they did something that made themselves feel any of the following: powerful, confident, natural, smooth, on fire, high, great, "that was easy" or "when can I do this again?"
2. Now, ask participants to also take stock of any weaknesses they experienced in the same time frame. Ask them to note times they felt: drained, frustrated, forced, "time is crawling by," bored, irritated, "I can't concentrate" or "can't someone else do this?"

### DISCUSSION:

Encourage participants to do this throughout the day for multiple days. Have them jot down exactly what they were doing the moment they felt any of those emotions. At the end of several days (or weeks) of gathering this information, ask them to look for patterns and discern whether it matters why, for whom, with whom or when they do this activity. The key is to look for those tasks, roles, or responsibilities in a day that energize them.

## Sources

- Buckingham, M. (2007) Go put your strengths to work: 6 powerful steps to achieve outstanding performance. New York: Free Press.
- S Johnson. 5 Ways to Identify Your Strengths. Retrieved from <http://http://developmentcrossroads.com/2012/04/5-ways-to-identify-your-strengths/>