

# X Marks The Spot



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## Objective

To give and receive feedback on colleagues' strengths and weaknesses with a view to taking action



## Overview

Discovery Personal Profiles are circulated and each person in the team marks the strengths and weaknesses that they see in each team member. At the end of the exercise, each team member is encouraged to make a commitment to action.



## Resource

Discovery Personal Profile - Key Strengths and Possible Weaknesses Pages.

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## How to run this exercise

With the team sitting in a circle, individuals open their Discovery Personal Profiles at the 'Key Strengths' page of the foundation chapter and pass them from person to person. Each person marks an 'X' by one or two strengths that they see most of in the person whose profile they are reviewing.

They then turn the page and do the same on the 'Possible Weaknesses' page. Individuals can mark the same statements as previous people if they choose.

Once each person receives their own profile, they take it in turns to make one or two observations about the feedback and then ask one or two questions to the team, based on the feedback in front of them.

To complete the exercise, they are asked to commit to taking one action to bring more of their Key Strengths to the team and one action to develop a Possible Weakness

**Time guideline: 20-30 minutes**