

Strengths-Based Leadership - Reflection Exercises & 7-Day Plan

Five leadership reflections and a 7-day plan to lead your team from strengths – starting tomorrow.

5 reflection exercises for leaders

Leadership isn't a model, it's a daily practice. These exercises make it visible.

1. Your own leadership strengths · 20 min

What do you do well as a leader – effortlessly?

- What do you regularly get feedback on?
- What are you doing when you're 'in flow'?
- Which tasks pull you down (weakness zone)?

2. Team strengths map · 30 min

List every team member and note 3 strengths – from your perspective.

- Where do you use them consciously?
- Where do you waste potential?
- What would a 20% reallocation change?

3. The strengths conversation · 20 min

Prepare a 20 min talk with one team member.

- When were you last really in your element?
- Which tasks would you love to do more of?
- What holds you back?

4. Delegation by strength · 15 min

Take your current to-do list.

- What are you doing yourself although someone on the team could do it better?
- Why do you still do it?
- What is the first delegation step this week?

5. Feedback in strengths language · 10 min

Practice: instead of 'You did well' → name the concrete strength that worked.

- Whom will you give targeted strengths feedback to this week?
- How do you start the sentence?
- What effect do you expect?

7-day transfer plan for leaders

One leadership experiment per day – no meeting marathon.

Day 1 Self-view	Answer: Where do I lead from strength, where from compensation? ↳ Where am I in the wrong role?
Day 2 Team map	Draw your team strengths map. ↳ Who is under-challenged?
Day 3 1:1 strengths	Have a strengths conversation with one person. ↳ What surprised you?
Day 4 Delegate	Delegate one task to the right strength on the team. ↳ How did the person react?
Day 5 Recognise	Give 3 people real, specific strengths feedback. ↳ What shifts in the team?
Day 6 Clarify roles	Adjust one role description so it matches a strength. ↳ What gets easier?
Day 7 Culture	Formulate 1 rule that makes your team culture strengths-based. ↳ How do you communicate the rule?