



Kinkajou Reflective Best Self (RBS) Exercise

Positive Organizational Scholarship research found that people remember criticism yet respond to positive feedback. Criticism makes people defensive and less likely to change. Positive feedback produces confidence and desire to improve - inspired by [“How to Play to Your Strengths,” by Laura Morgan Roberts](#)

01 Solicit feedback about strengths

Ask 10 people who know you best from past and present, family, friends, and colleagues. Ask them to write down one example of a moment when you used your strengths in ways that were meaningful to them. You may feel awkward asking but the goal is to improve awareness of strengths.

02 Recognise patterns

Use the feedback to identify themes or areas of strength. Add your examples and create a table.

| Common Theme | Examples Given | Possible interpretation |
|-------------------------------------|---|---|
| Action, courage, and values | They take a stand when leaders cross the boundary of ethical behaviour. | I am at my best when I choose right over wrong and take a stand when there is unprofessional behaviour. |
| Improver, Growth Mindset, listening | They are open to suggestions for finding better ways to do things, and open to constructive feedback from others. | I am at my best when I can improve my ways of working. This shows vulnerability as a leader and a growth mindset. |

03 Compose your best self-portrait and/or Unique Selling Proposition (USP)

Write a description that summarizes the analysis revealed into a composite of your “personal best.” Begin the first paragraph with “When I am at my best, I...” This should provide an image of who you are now, and who you can become.

OR

Imagine you are a writer pulling this together for someone else and are looking at the facts presented. Pull out words, or phrases and combine them into a USP. Don't worry about perfection. Just have a go!