

What Are Your Superpowers?

When you get honest, helpful feedback, you have an opportunity to grow your self-awareness, and better understand what you are all about. It helps you to see and own your 'superpowers' that you might not realise you have.

Ask these five questions to get a sense of what people see as the best, most authentic 'you'. Choose people who know you well, and you trust to give you honest, constructive feedback. Try to get feedback from at least ten to fifteen people to get a good spread of answers.

1. What's the first thing you think of when you think of me?
2. When have you seen me at my best?
3. What do you think are my greatest strengths?
4. What do you think are my greatest accomplishments?
5. How have I made a difference to you?

You'll notice that there are no questions about weaknesses, or things you should do to improve. That's not the point of this exercise. This is about identifying the best, most authentic you.

Here are a few ways you can capture the information. You could:

1. Ask people to reply in an email, and then you can cut-and-paste the replies into a table;
or
2. Use a survey tool like Survey Monkey or Typeform to help capture people's answers
3. Set up a coffee chat with people to dig deeper and have a real dialogue. Maybe even return the favour!

There are two templates on the following pages for you to use. The first is some example invitation text that you can tailor and send to people. The second is a table to help you make sense of the answers you get and identify the patterns.

Example Invitation Text

Subject Line: I'd love your feedback.

Hi [First Name]

I'm doing a little research. On me! And I'd love your help.

I'm curious to check in on how I'm perceived. Every couple of years, I ask the questions below to people I hold in high esteem. You're in that club.

I use your answers to help me calibrate against my own sense of self, and my purpose, and to help me shape my future direction.

Here are the questions I'd love your candid answers to:

1. What's the first thing you think of when you think of me?
2. When have you seen me at my best?
3. What do you think are my greatest strengths?
4. What do you think are my greatest accomplishments?
5. How have I made a difference to you, your organisation, the world? (You choose the lens(es))

There are three ways you can give me feedback (and maybe more):

- Complete a survey online
- Reply to me via email
- We can have a chat over a coffee or the phone / Zoom/ Teams

Go for whatever way works for you. If you'd like to chat, let me know and we'll set something up.

If you'd prefer not to, no worries. And if you'd like to, I would love to have your responses back by **(date in one one week's time)**. And yes, everything will be kept confidential between you and I.

Thanks in advance for your insights and support.

Digby

Superpowers Answer Template

Name	What's the first thing you think of when you think of me?	When have you seen me at my best?	What do you think are my greatest strengths?	What do you think are my greatest accomplishments?	How have I made a difference to you?
	[cut and paste answers here]				
Key Words: My Superpowers					