

Exercise: ‘When I’m at my best ...’

This exercise is designed to help you understand what’s involved when you are ‘**at your best**’. You can use the results to identify the key factors which are essential for you to thrive and help you think about what you need to look for in a future role/ organisation.

What to do

- Think of a time in your life when things were going really well for you, when you felt you were ‘at your best’. It doesn’t have to be a time when you were in a job - it could be in education, a voluntary role or a training course you did or some other activity. If it helps, think about an achievement you are particularly proud of.

Initial Question

- Briefly describe the situation to me when you were at your best.

Probing

- Tell me more about some of the specific kind of tasks/ activities you were you involved in? What else.....?
- What kinds of skills were you using? (listening, organising, bringing people together, generating ideas...), What else.....?
- Tell me about the kind the kind of environment this situation took place in? (e.g were you outside, inside, in a busy office, working at home?), What else.....?
- What kind of people did you have around you? What was your relationship like with them?
- What were some of the values that you feel were being met? (values are those that give what you are doing meaning – what’s important to you e.g. were you being challenged, making a difference, caring for others, being well rewarded financially?), What else.....?
- Describe to me how you felt (energised, relaxed, excited, curious, nervous)
- Was there anything else going on around you that also influenced why you feel you were operating at your best?
- What do you think you’ve learnt about yourself from this experience that would influence what might be important characteristics of a future job role?

When I'm at my best' – patterns

List up to 3 specific times in your life when you've really felt at your best. Try to detail, as best you can, the essential factors that seem to contribute to your being 'at your best'.

Finally note any **patterns/ consistencies** emerging.

Example 1	Comments/ surprise/ implications
Key factors:	Comments/ surprise/ implications

Example 2	Comments/ surprise/ implications
Key factors:	Comments/ surprise/ implications

Example 3	Comments/ surprise/ implications
Key factors:	Comments/ surprise/ implications