



Creating a high-achieving group

'Creating a high-achieving group' is a simple activity that will help you to pinpoint strengths, identify possible future directions, and perhaps learn a bit more about yourself. This resource works well when you need to form effective groups.

There are two activity sheets for this resource. On the first, for the lower right square titled '*Things I struggle to do and don't like*', consider things you have to do, even if these are not an especially good fit for you (not just things you could avoid entirely).

Include something in the bottom right quadrant, then work your way around.

Working with the people who will be in your team, ensure that everyone places three things in each quadrant before comparing the responses.

Next, think about the task that has been set for the team and identify some of the things you may need to know and do. Who will devise the timeline; present for the group; schedule the meetings; edit or write a report; take the lead on the stats?

As a team, work out who has listed necessary tasks as strengths and who has listed some aspects as areas in need of development. Agree to work in pairs so that you can mentor one another.

Next, analyse your responses as a personal reflection. Target one or two things in the lower quadrants as personal development challenges you will tackle over the next semester. Consider creating a digital copy so that you can add to the quadrants over the next 6 months.

Plot your preferences and strengths

Things I like and do well:	Things I don't like but do well:
Things I like but find difficult to do:	Things I don't like and struggle to do:

Things to think about:

- Imagine the group project. What skills are required?
- How does this unit fit within your current commitments?
- In light of these, what roles can you contribute to the group?
- Which things would you prefer not to do?

Analysing the results

Things I like and do well

The upper left quadrant, 'Things I like and do well', obviously identifies activities in life that are a very good fit, and ideally could be the focus of future career activities.

- Can these activities generate sufficient income to sustain you?
- How can you move in that direction and how will you fill in the gaps in the meantime?

Things I don't like but do well

The upper right, 'Things I don't like but do well', is one of life's interesting conundrums. Perhaps you are very good at organising events, just not that interested in doing so. Or perhaps you got excellent grades in maths, but are just not that intrigued by the subject. You could, however, consider items in this square when thinking about a possible 'day-job' to make money. Activities you are adept at tend not to be energy drains and may be tasks that others are willing to pay you to do. Bingo! Ideal day-job. You can work, make some money, and still have energy left to pursue your true passions.

Things I like but find difficult to do

The lower left box can be more problematic. 'Things I like, but find difficult to do' can present real challenges in our lives—something to strive toward and improve on, or perhaps something you just find frustrating. What will you do with the items in that box?

Things I don't like and struggle to do

Finally, focus on the lower right quadrant, 'Things I don't like and don't do well'. The activities in this box can take up considerable time and energy in our lives. One solution? There may be tasks on this list that you can hire others to do for you. It could be worthwhile to hire someone to clean your apartment, do your taxes, or mow the lawn. Some of those skills may land in that person's upper right square, after all. You may even be able to trade or barter services, using your skills to help someone else.

Make it count!

Keywords in the top quadrants represent your strengths. Are these listed in your CV? If not, add them and use the reflection template on your personal employability profile to create statements ready for applications and interviews.

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