

# TEAM ACTIVITY

## Victory Story

This resource is for team leads who want to help foster strong(er) teams. It outlines an activity that can be used during an in-person or virtual team meeting or retreat.

This facilitated activity invites each team member to tell the story of a time when they used their strengths to overcome a challenge. In telling the story, the individual shares some of what they personally find challenging; then, team members get to hear how that same person speaks about the strengths they used to overcome the challenge.

Research has found that having positive relationships with colleagues contributes strongly to workplace well-being. Sharing stories is one way to build relationships.

Keep reading to see how you can build stronger teams!

*Credit: This activity was inspired by Maika Leibbrandt on Gallup's Theme Thursday: <https://youtu.be/kp5K9mqhirl>*



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# VICTORY STORY

**Step 1 (done on your own, during or before the meeting):** On your own, think about a specific challenge, within the last 4-6 months, when you worked very hard at something and experienced success (using your own definition of success). Select an instance when you drew on more endurance, courage, and/or determination than you normally have to.

What name/title would you give that story? Write that below:



**Step 2 (done on your own, during or before the meeting):** On your own, reflect on what inspired you to work that hard.

What motivated you to have the endurance you did, and the courage, and/or determination? Make a few notes below:

**Step 3:** As a full team, or in small groups, each person takes a turn succinctly sharing their victory story. (Variation: If you are a virtual team and you do not have an electronic platform that enables break-out rooms, you could simply form pairs or small groups and share during a given week).

Suggested process for each person:

- a) Succinctly describe the challenge. Provide enough details for your teammates to have some context, but stay brief.
- b) Reflect out-loud on (i) the strengths that helped you demonstrate endurance, courage, and determination and (ii) what motivated you.
- c) Co-workers then share with you some of the strengths they heard in your story. It's possible that they'll pick up on strengths that you didn't even consider.

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(continued)

**Step 4:** Take note of your co-workers' comments about **your** strengths:

**Step 5:** If you had to give your motivation (the one that helped you with that big challenge) one word, what would that word be? What word sums up your ability to keep going, despite--perhaps, at times--wanting to quit? Write your word below and share it with your co-workers.



**Step 6 (optional):** Think about a "more regular" type of challenge you will be facing over the next 10-14 days. How might your strengths and the approach captured in the word above help you with this everyday (or more regular) challenge? Share your thoughts with your co-workers and/or use the space below to make notes.

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