

Share your challenges and your strengths



By bringing people together from different parts of the system and providing the opportunity to set out their challenges and strengths, you achieve two important things. It will give you a good sense of where you are across the system and help to create a sense of connection between

people as they recognise, they have more in common than they have that is different.

“In sharing my challenges, I found out that lots of people had the same challenges.”- focus group member

“By listening to my colleagues, I discovered strengths I didn’t know I had.”- focus group member

Top tips

- Create a culture that allows people to make mistakes and to take risks, acknowledging that not everything will work the first time and knowing that you need to invest a lot of time to create a better culture.
- Take time to understand each other’s challenges and strengths.
- Be aware of how your status and place in the systems hierarchy impacts people's willingness to share their challenges and strengths.
- Take time to understand how people’s cultural heritage impacts how they approach challenges and understand their strengths.