THOMAS WALKER CONSULTING

LEADERSHIP & PERFORMANCE · CONVERSATION TOOL

Strengths Spotting

Three steps to notice what people do well — and tell them in a way that lands.

1 Name

Name the strength you notice.

- What strength or quality stood out?
- What do you observe?

2 Explain

Explain what you observed — tie it to specific behaviour.

- What were they doing when you noticed the strength?
- How did it show up in action?

3 Appreciate

Say why you value it.

- Why do you value that strength?
- How does it contribute to the team or outcomes?
- Check in: “Does that fit your experience?”

Put it together — example feedback

NAME	*“I noticed your calm focus during the client meeting.”*
EXPLAIN	*“Even when questions got tough, you stayed composed and clear.”*
APPRECIATE	*“That helped keep the meeting on track when the discussion got difficult.”*
CHECK IN	*“Does that fit your experience?”*

Adapted from Ryan Niemiec’s SEA strengths-spotting approach — Spot, Explain, Appreciate (Niemiec, 2018, *Character Strengths Interventions: A Field Guide for Practitioners*, Hogrefe). Name, Explain, Appreciate is TWC’s plain-language adaptation. TWC evidence-informed educational resource · Reviewed October 2026.