



## Reflected Best Self Program (RBSE)

TECHNOLOGY NUMBER: 3197

### OVERVIEW

- Feedback seeking exercise that helps you identify and understand your unique strengths and talents
- Guides you through the process of creating an action plan for leveraging your strengths.
- Has been used by over 26,000 people at world-leading universities and Fortune 500 companies

### BACKGROUND

The Reflected Best Self Exercise enables people to identify their unique strengths and talents, making it an excellent tool for personal development. Each participant requests positive feedback from significant people in his or her life and then synthesizes it into a cumulative portrait of his or her best self.

Born from empirical research from University of Michigans Center for Positive Organizations, the Reflected Best Self Exercise uses stories collected from people in all contexts of your life to help you understand and articulate who you are and how you contribute when you are at your best. With these new insights, you will feel immediately strengthened and connected to others, experience clarity about who you are at your best, and refine personal development goals to be your best self more often. The Reflected Best Self Exercise guides you step-by-step through the process of identifying potential respondents, making the requests for feedback, creating a prior best-self portrait, analyzing your reflected best-self stories, creating a new, reflected best-self portrait, and translating that portrait into proactive steps for living at your best.

The RBSE is available through the University of Michigan Center for Positive Organizations and can be purchased on their site: <https://reflectedbestselfexercise.com/about>

### Technology ID

3197

### Category

Software

Software & Content

### Inventor

Gretchen Spreitzer

Jane Dutton

Laura Roberts

Robert Quinn

### Further information

Ashwathi Iyer

[ashwathi@umich.edu](mailto:ashwathi@umich.edu)

### Learn more

