

REFLECTED BEST SELF



REFLECTED BEST SELF EXERCISE

All of us can recall our own extraordinary moments, those moments when we felt that our best self was brought to light, affirmed by others, and put into practice.

The Reflected Best Self Exercise™ (RBSE™) is a feedback-seeking exercise that helps individuals identify and understand their unique strengths and talents.

The RBSE was developed by scholars at the Center for Positive Organizations. Research shows people perform better on problem-solving tasks and were more resilient under stress after receiving their best-self feedback. They also build more positive emotional and relational resources.

As a tool for personal development, the reflected best self portrait (RBS portrait) helps a person be their best self more often. In work contexts this means that people are better able to proactively select settings, people, and tasks that leverage their strengths, talents, and potential contributions.

CPO MISSION:
TO INSPIRE + ENABLE
LEADERS TO BUILD
HIGH-PERFORMING
ORGANIZATIONS THAT
BRING OUT THE
BEST IN PEOPLE.

“The Reflected Best Self Exercise is the most powerful thing I’ve taught in 21 years.”

Amy Wrzesniewski
Professor of Organizational Behavior, Yale University

How does it work?

1. Participants identify significant others who can share stories of them at their best. Significant others could include co-workers, employers, family members, friends, classmates, etc.
2. Participants reach out to these significant others and request feedback stories.
3. After collecting these feedback stories, participants use the RBSE guide to analyze the stories and find common themes.
4. Participants use the RBSE guide to develop a portrait of who they are at their best. They then develop an action plan to understand how to activate their best selves in the future.

Services

Use of the RBSE involves a license fee. For an additional fee, the Center for Positive Organizations (CPO) can manage the data collection process for more than 10 participants.

As the administrator, CPO will:

- Work with clients to customize the timeline and messaging
- Provide an online system for participants and feedback givers to input relevant information
- Collect feedback stories, monitor submissions against the pre-determined timeline, and send reminders as necessary
- Deliver full set of feedback stories as an individual report for each participant
- Provide administrative and technical support to the clients, participants, and feedback story writers

PRICING

License Fees

Organization type	Price per participant
Academic/non-profit	\$9
Standard/corporate	\$15

License + Service Fees

Organization type	Number of participants	Price per participant
Academic/non-profit	10+	\$9 + \$21
Standard/corporate	10+	\$15 + \$50

To learn more about the Reflected Best Self Exercise, visit: positiveorgs.bus.umich.edu/rbse

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Inspired by research at the Center for Positive Organizations. Applied by people and organizations worldwide.

Center for Positive Organizations

EQUIPPING LEADERS TO BUILD GREAT PLACES TO WORK

Michigan Ross is working to redefine “business” as a place of purpose, contribution, and growth—for individuals and society. That belief in the power of business as a force for positive change in the world is reflected here at the Center for Positive Organizations.

Over the last 15 years we have earned international recognition for our impact on research and practice. We are the leading research hub focused on the leadership, strategies, systems, culture, and practices of high-performing organizations that enable people to be their best selves in the workplace.

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To discuss the Reflected Best Self Exercise, contact Esther Kyte, Associate Director of Partner Relations, at **734 474-2604** or ekyte@umich.edu.

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