**Activity - Identifying Strengths and Needs using the Organisational Iceberg**

**Positives / Strengths Worksheet**

**Brainstorm some of the positives / strengths for your Team / Service**

**1. At the top of the Iceberg (goals, policies, procedures, structures, finances etc)**

**2. At the bottom of the Iceberg**

* **Individual (own and others) - feelings and emotions, interpretations, perceptions, beliefs and values etc**
* **Interpersonal (relationships, group interactions, informal interactions, overall culture)**

**Challenges / Needs Worksheet**

**Brainstorm some of the challenges / needs for your Team / Service.**

**1. At the top of the Iceberg (goals, policies, procedures, structures, finances etc)**

**2. At the bottom of the Iceberg**

* **Individual (own and others) - feelings and emotions, interpretations, perceptions, beliefs and values etc**
* **Interpersonal (relationships, group interactions, informal interactions, overall culture)**