

Metro North Health CULTURE & ENGAGEMENT



Superpower cards

Time: Approximately 30 minutes.

Materials needed: Printable Superpower cards, blue-tack or tape.

Participants: Team or department.

Values in Action: High Performance, Teamwork, Respect.

Outcomes: Boosts self-awareness and team confidence, celebrates individual and team strengths, and strengthens connection, trust, and respect among peers.

Purpose

The Superpower Cards help team members identify and celebrate their unique workplace strengths. They create a strengths-based, positive culture where individuals feel seen, valued, and appreciated for what they bring to the team.

How to use the Superpower Cards operationally

The cards are designed to be flexible and easy to incorporate into everyday team practices. Below are the key ways teams can use them consistently across Metro North Health.

1. Team activity or development session (20-30 mins)

Use the cards in a structured facilitated session where each person selects or is assigned a superpower, shares a recent example, and reflects on how their strength contributes to the team.

2. Real-time recognition and appreciation

Managers and peers can use the behavioural examples on each card to acknowledge colleagues during team meetings, huddles, staff forums, or informal check-ins.

3. Performance and Development (PDP) conversations

Employees can select a card that represents a core strength and one they aim to grow. The cards provide shared language that enriches goal-setting and development discussions.

4. Onboarding and new starter integration

Invite new starters to choose a card that reflects what they naturally bring to the team. This supports early connection and builds confidence.

5. Team planning and problem-solving

Teams can review the strengths present in the group and identify which superpowers are needed to achieve current goals or navigate challenges.

6. Creating a visual “Superpower wall”

Teams can display selected superpowers on a whiteboard, poster, or digital board to keep strengths visible and support ongoing connection.

7. Reflective micro-practice

Individuals can revisit their card regularly to reflect on how they used their superpower recently or choose a new one to guide current priorities.

How to run the Superpower Cards activity

Step 1: Prepare the Superpower Cards (5 mins)

Print and assemble the Superpower Cards. They can be laminated for repeated use.

Step 2: Choose or assign a superpower (10 mins)

Participants may:

- Choose the card they feel represents their strength
- Receive a card assigned by peers (or drawn randomly)

Optional: Do both - self-selection and peer-assigned recognition.

Step 3: Share Your superpower story (10–15 mins)

Each participant shares:

- Why the superpower fits them
- A recent example of using it at work
- How it contributes to the team’s performance or culture

Step 4: Wrap-Up and reflection (5 mins)

Discuss:

- *“Which superpowers inspired or surprised you?”*
- *“How can the team use these strengths more intentionally?”*
- *“Are there strengths we want to grow collectively?”*

Additional Tips and Options

- Use as an icebreaker to set a positive tone at team days.
- Ask: *“Which superpowers do we need more of to achieve our goals?”*
- Build into onboarding processes.
- Celebrate diversity of strengths across the team.

Card Categories

- **Compassion strengths:** Empathy, emotional support, care, understanding.
- **Integrity strengths:** Ethics, honesty, values-based decision-making.
- **High Performance strengths:** Quality, innovation, continuous improvement.
- **Teamwork strengths:** Collaboration, unity, shared purpose.
- **Respect strengths:** Fairness, listening, valuing contributions.