

# What Is Your Superpower?



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FRC180 S.P.A.M. MENTOR SINCE 1997

**Superpowers are the strengths that define us. On a team, knowing what superpower each person brings lets you take advantage of the team's full potential.**

**This hands-on workshop is a fun way to discover and gain insight into your superpower which will take your team to the next level.**

**As we go over the slides, look at the worksheet, and pick the ones that tickle your inspiration of how you deal with the team in various situations. In the end, pick two main superpowers that represents you.**



*Remember, with great power comes great responsibility!*

**The team is waffling over a decision and can't decide what to do because all the options seem equally compelling.**

**You bring clarity and resolve, the courage and conviction to choose.**



## **Systems Thinkers**

System Thinkers are fearless about the unknown and they travel to the outer edges of a problem then work back to reveal all the parts and how it is connected.

### **When to use:**

When a team is trying to get its bearings in a complicated situation.

### **Need to remember:**

Can help a team think through the pros and cons of various options.

### **Best at:**

Focusing on the forest and not just the trees.

### **FIRST Core Value:**

Inclusion: We respect each other and embrace our differences.

**Notable Superhero: Starlord**



**The team is having a hard time seeing the full picture which means they aren't making informed choices.**

**You see how all the different pieces connect.**



**Global Innovation Award**

SINCE 2011

## **Pattern Mappers**

Look at the world as if it has a secret overlay showing all the connections.

### **When to use:**

Help the team find shortcuts at the start of a new endeavor.

### **Need to remember:**

Find connections by asking questions, mapping similarities, and chasing after logic.

### **Best at:**

Creating unifying theories.

### **FIRST Core Value:**

Inclusion: We respect each other and embrace our differences.

**Notable Superhero: Spiderman**



**The team is hungry  
to do something  
bigger and bolder.**

**You paint a picture  
of the future and  
start them on their  
way.**



## **Vision**

Visionaries can see a future destination and can help the team keep its ambition high throughout the journey.

### **When to use:**

Visionaries can be helpful to tap whenever the team is trying to get a handle on something intangible.

### **Need to remember:**

You may need to sketch it or put it on writing to explain together what you are envisioning.

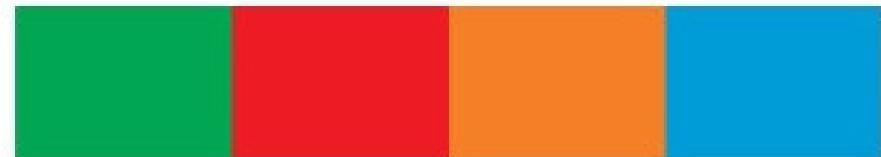
### **Best at:**

You can see the future in vivid color.

### **FIRST Core Value:**

Teamwork: We are stronger when we work together.

Notable Superhero: Black Widow



**The team is in a rut.  
Everything seems  
hard and they can't  
get traction.**

**You remind them  
why they're here  
and what they're  
trying to accomplish  
with parts  
inspiration, direction  
and maybe even a  
kick in the pants.**



## Grit

People with Grit have extraordinary levels of endurance, tenacity, and focus.

### When to use:

This is the quiet engine on the team able to keep pushing themselves and the work until it is truly done.

### Need to remember:

That your teammates do not have the same level of endurance that you have.

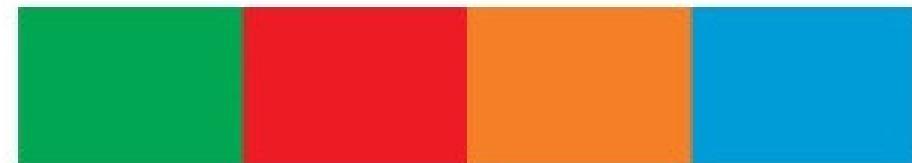
### Best at:

Keeping up the pace for the long haul.

### FIRST Core Value:

Fun: We enjoy and celebrate what we do!

Notable Superhero: Shuri



**The team wants to break out and try new things, but they end up someplace they've been before no matter where they start.**

**They need you to bring a fresh approach.**



## Experimenters

Experimenters have a prototyping mindset and are able to generate many ideas and zero in on the most promising ideas.

### When to use:

Experimenters are not afraid of failure and are comfortable with taking risks.

### Need to remember:

They will generate lots of ideas and help narrow down to the best ones.

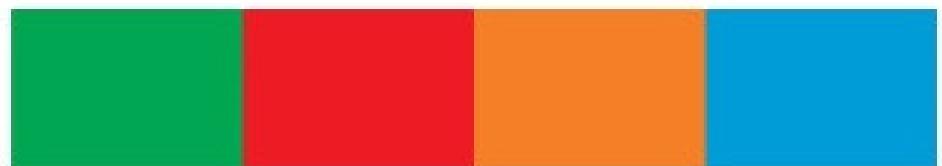
### Best at:

Having their work critiqued.

### FIRST Core Value:

Impact: We apply what we learn to improve our world.

**Notable Superhero: Dr. Strange**



**The team is hesitating and worrying about what they don't know and trying to plan everything in advance.**

**You stop the overthinking so they can start making stuff, putting it out there and learning.**



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## Problem Solving

Problem Solvers have a laser-like ability to cut to the heart of the problem.

### When to use:

Problem solvers can be of great help to a team that has hit a dead end and feels stuck.

### Need to remember:

Problem solvers know and accept the fact that no solution is perfect.

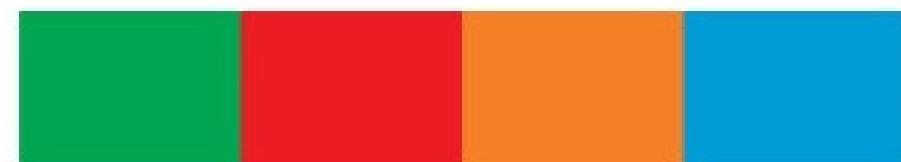
### Best at:

Problem solvers think on their feet and process information rapidly.

### FIRST Core Value:

Fun: We enjoy and celebrate what we do together

Notable Superhero: Drax



**The team is in a new situation but something feels familiar and they can't quite wrap their heads around what.**

**You help make the connections, finding the inherent logic.**



## Creative Thinkers

Creative Thinkers can see what is not real and make it real. They find inspiration in unexpected places and make connections.

### *When to use:*

This person is the one that the team relies on to solve problems in clever and original ways.

### *Need to remember:*

Give yourself time and space to get inspired and recharged since your powers will drain if you spend too much time in a linear pattern world.

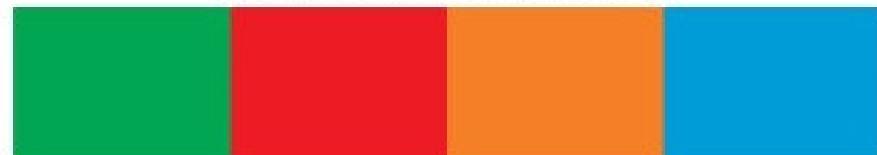
### *Best at:*

Explaining their thought process when they present an idea. Being willing to take a leap of faith.

### *FIRST Core Value:*

Innovation: We use creativity and persistence to solve problems.

Notable Superhero: Batman



**The team is full of talent, but despite all the rock stars, they aren't yet making music.**

**You bring out the best in each team member and make the team more than the sum of its parts.**



## **Harmonizers**

Instinctively know how to channel the teams' energy and talent.

**When to use:**

To help your team find their rhythm and a way to play to each person's strength.

**Need to remember:**

That the team needs to change it up if growth becomes stalled.

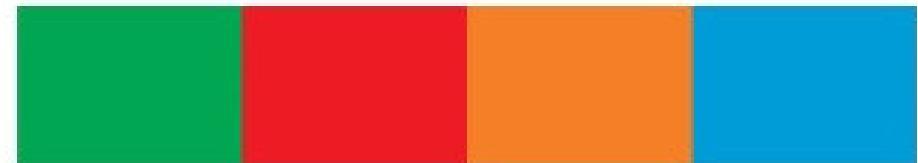
**Best at:**

Getting the team to work together.

**FIRST Core Value:**

Discovery: We explore new skills and ideas.

Notable Superhero: Black Panther



**The team has been  
busy producing stuff  
and they have lost  
perspective on  
whether the stuff  
they are producing is  
any good.**

**You help by seeing  
their blind spots.**



## Recalibration

Recalibrators have a wellspring of calm within and are clear, focused, and in control.

### When to use:

When the team's stress level is high and emotions are running hot.

### Need to remember:

Recalibrators tend to soothe and reassure teammates, and help the team get back on track.

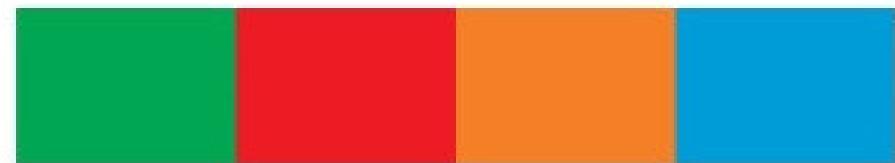
### Best at:

Recalibrators tend to approach the work in a rational, methodical manner

### FIRST Core Value:

Innovation: We use creativity and persistence to solve problems.

Notable Superhero: Gamora



**The team is  
technically brilliant,  
but they're not  
always attuned to  
what's going on  
inside people's brain.**

**You have a sixth  
sense about people  
and can easily read  
what others are  
thinking and feeling.**



## **Empathy**

Have remarkable powers of perception when it comes to other people.

### **When to use:**

They pick up the needs and emotions around them and assist in building relationships within the team.

### **Need to remember:**

Empathizers are great listeners and their very nature is to help you see the other person's point of view.

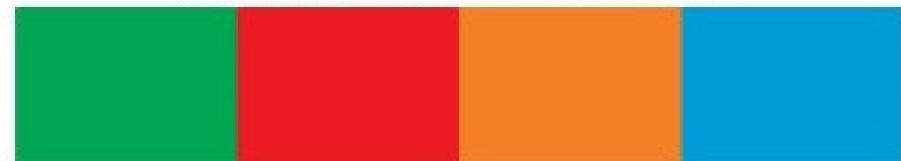
### **Best at:**

Using emotions as a source of strength.

### **FIRST Core Value:**

Teamwork: We are stronger when we work together.

**Notable Superhero: Professor X**



**The team has to do  
the impossible  
without many  
resources or much  
time. They have a  
will but need a way.**

**You bring  
scrappiness and  
smarts to create  
something out of  
nothing.**



## Ingenious

Ingenious people are makers through and through.

### When to use:

When things seem impossible they will mix whatever resources is on hand with a helping of imagination and a dose of can-do optimism to get the problem solved.

### Need to remember:

People with ingenuity have the will and they find the way.

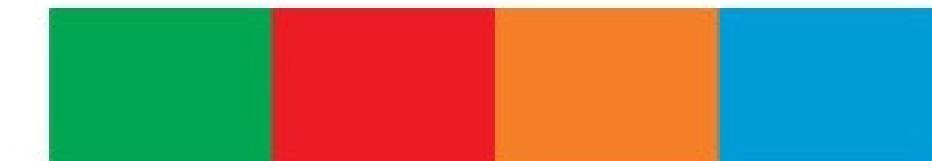
### Best at:

Do their best work under pressure.

### FIRST Core Value:

Innovation: We use creativity and persistence to solve problems.

Notable Superhero: Iron Man



**The team is on a roller coaster. Emotions are running hot. Panic is setting in.**

**You help remove some of the emotion to bring the temperature back to normal, so they can concentrate on the work.**



## **Decisiveness**

*Deciders have the strength to make trade-offs that leave other angonzing.*

***When to use:***

With confidence and speed, they will break down the choices, weigh each one and make the call.

***Need to remember:***

Help the team summon the bravery to make a choice. Be cautious about getting impatient when people do not agree with what you want.

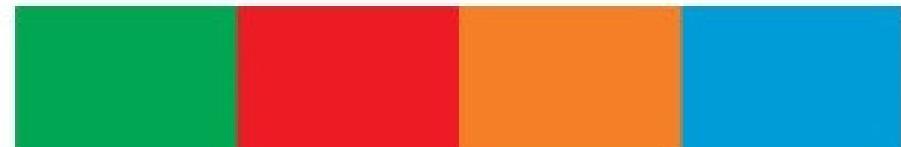
***Best at:***

Decision-making savvy drawing on past experiences.

***FIRST Core Value:***

Inclusion: We respect each other and embrace our differences.

**Notable Superhero: Nebula**



**The team is in the midst of a big push and while the work is getting closer, it requires more effort and more attention.**

**You push them to keep going - to persevere.**



## Motivators

Motivators know how to get the best performance out of people.

### When to use:

To help people remember why the work matters and reinforce how each person's contribution makes a difference.

### Need to remember:

To take some time understanding what seems to create and impede flow for the whole team.

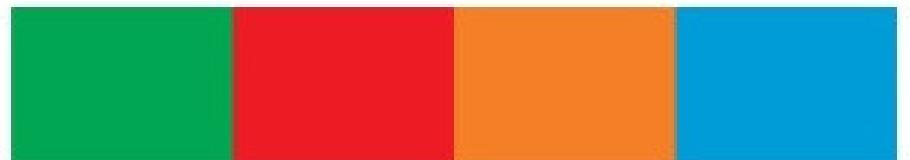
### Best at:

Knowing what makes everyone tick.

### FIRST Core Value:

Impact: We apply what we learn to improve our world.

Notable Superhero: Nick Fury



**The team is not sure  
how to position  
themselves or where  
to compromise.**

**You artfully bargain  
on their behalf.**



## Negotiators

Negotiators have a refined sense of balance.

### When to use:

Quickly build bonds but never let those relationships cloud their judgement.

### Need to remember:

Be tough and assertive but willing to compromise on all but the most important objectives.

### Best at:

Looking at negotiation as both an art form and a sport.

### FIRST Core Value:

Discovery: We explore new skills and ideas.

Notable Superhero: Wonder Woman



**The team comes to conclusions too easily. There is no friction and too much consensus.**

**You shake things up and challenge them, pushing them out of their comfort zone.**



## Provocation

Routinely push the team outside its comfort zone or break up consensus by playing devil's advocate.

### When to use:

They often strive for greatness when others might be content with good enough.

### Need to remember:

Your job is to elevate team member's thinking and then deliver them to a better place than where you found them.

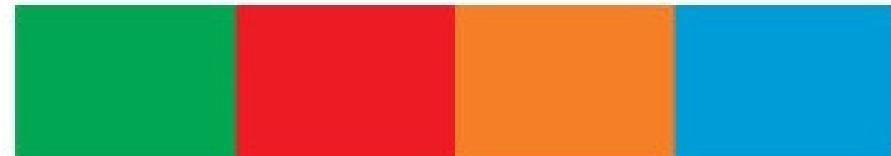
### Best at:

Being strong-willed and generally very open to getting honest, tough feedback.

### FIRST Core Value:

Impact: We apply what we learn to improve our world.

Notable Superhero: Rocket Raccoon



**The team is bitterly divided and they can't move forward. Tensions are high and relationships are strained.**

**You get them past their differences and repair the rifts**



## Peacemaking

Can forge trust effortlessly.

### When to use:

To convey loyalty to everyone while never taking sides and hammer out compromises.

### Need to remember:

Peacemakers aren't afraid of conflict, so they rarely avoid it.

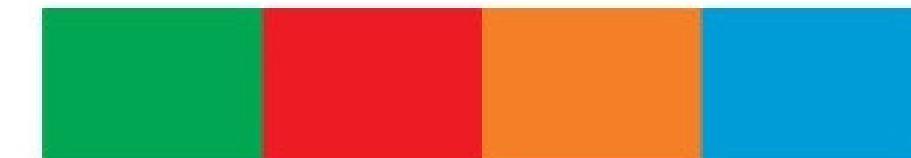
### Best at:

Their strength comes from their neutrality.

### FIRST Core Value:

Teamwork: We are stronger when we work together.

Notable Superhero: Groot



# The team is missing an important piece of information.

You see what is  
missing and you tell  
the team to keep  
trying when  
everyone wants to  
stop. You see that  
there is still  
something or  
someone missing.



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## Gap Detectors

Gap Detectors have a sense for what is missing or wrong in a situation

### When to use:

Ferret out mistakes like sloppy thinking, logical disconnects, short-sightedness, and other problems.

### Need to remember:

Keep the team focused on the issues and remember humor is a great way to relieve tension but use wisely.

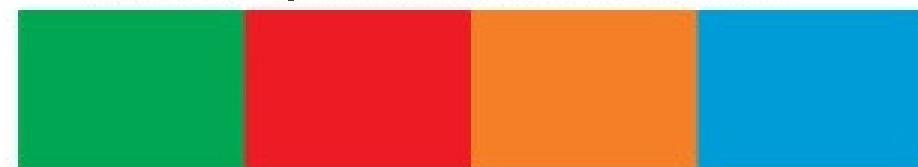
### Best at:

Telling the team to take another pass when everyone wants to wrap things up.

### FIRST Core Value:

Teamwork: We are stronger when we work together.

Notable Superhero: Bruce Banner/Hulk



**The team is doing amazing work but others don't understand them and don't see the value of what they are doing.**

**You inspire a wider audience and get people to rally behind them.**



## Evangelizing

Evangelizers are motivated by deep and pure belief, and that belief is infectious.

### When to use:

Evangelizers are great to bring in when the team needs to translate its work to a wider audience—especially an audience that may be skeptical.

### Need to remember:

Evangelizers draw their strength and energy from belief.

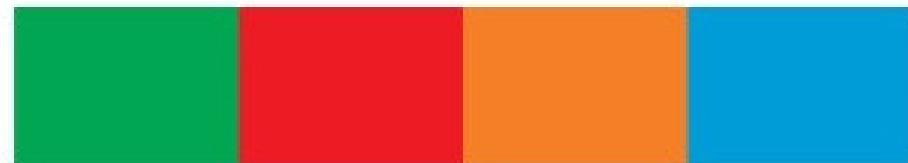
### Best at:

Creating opportunities to get the word out early.

### FIRST Core Value:

Inclusion: We respect each other and embrace our differences.

Notable Superhero: Thor



**The team lacks oomph and everyone is a little drained.**

**You bring an injection of enthusiasm, vibrancy, playfulness - a burst of force to get things humming again.**



## Energizer

Energizers know how to set the right mood. They know when and how to focus but their is a lightness to everything they do and they lift up people around them.

### When to use:

When the team takes themselves too seriously or is drained.

### Need to remember:

Keep the team focused on the issues and remember humor is a great way to relieve tension but use it wisely.

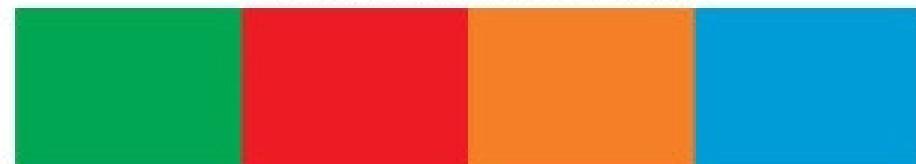
### Best at:

Keeping up the teams' morale and having a very positive outlook.

### FIRST Core Value:

Fun: We enjoy and celebrate what we do!

Notable Superhero: Flash



**The team feels forced to take an approach that goes against what they believe in.**

**You remind them if who they are at their best and encourage them to stay true to themselves.**



## **Cultural Compass**

Understands the group's DNA and has a finely tuned sense of what is right and wrong.

***When to use:***

When a team loses their way the compass will gently but firmly ask questions until a new course is set.

***Need to remember:***

Because your convictions are so strong, it is easy to see everything absolute, black and white terms.

Stay open-minded about the choices that your teammates may make.

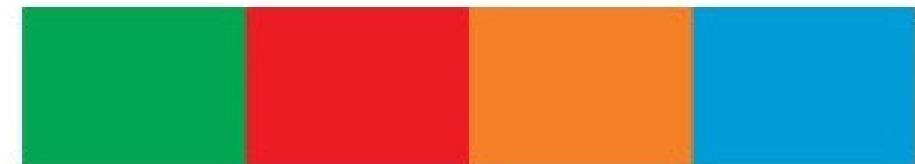
***Best at:***

Make sure you keep pace and evolve over time.

***FIRST Core Value:***

**Impact:** We apply what we learn to improve our world.

**Notable Superhero:** Captain America



**The team is swimming in information and letting all the details get in the way.**

**You cut the clutter to find the signal in the noise and get to what really matters.**



## X-ray Vision

With x-ray vision, you can cut through layers and layers of information to find the most important ideas. You strip away the needless parts so that everyone can understand.

*When to use:*

After the team has brainstormed ideas or has lots of research information.

*Need to remember:*

Be patient and let the rest of the team catch up.

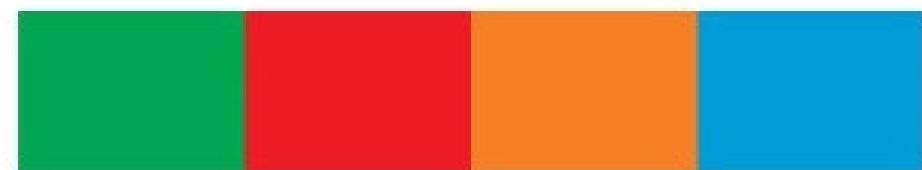
*Best at:*

Stating the overall idea

*FIRST Core Value:*

Discovery: We explore new skills and ideas.

**Notable Superhero: Superman**



**We want to thank SYPartners for their permission to change their "What's Your Superpower" cards to reflect *FIRST* and to share these amazing cards in multiple workshops.**



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