

STAFF ACTIVITY

HIDDEN SUPERPOWERS

A joyful guessing game that celebrates the surprising talents and quiet superpowers of your team.



Brought to you by your pals at

alpaca

PURPOSE & POSITIVITY

This activity is designed to build connection, spark joy, and shine a light on the unique strengths—both seen and unseen—that make your team extraordinary.

It's a chance to laugh, affirm one another, and remember that we're all more than just our job titles. Perfect for a staff meeting, PD day, or even a regular Tuesday, this simple activity brings a boost of energy, encouragement, and warmth to any moment.

Get ready for some smiles, surprises, and a whole lot of feel-good team spirit!



WHAT'S INCLUDED?

- Three Benefits
- Steps & Directions
- Templates & Printables

WHY TRY IT?



Affirms individual strengths:

Each person has something powerful to offer—often in ways that go unnoticed. This activity gives staff a chance to reflect on and recognize the strengths of their peers, helping everyone feel truly seen.



Builds team connection:

The guessing game adds fun and playfulness while encouraging meaningful conversation. It deepens relationships by highlighting what we admire in one another in a lighthearted, affirming way.



Fosters a culture of appreciation:

Taking time to spotlight each other's hidden strengths reminds your team that their presence matters. It builds trust, boosts morale, and reinforces a culture of appreciation.

Celebrate Your Team

Consider adding small prizes to celebrate your staff even more—think dress-down days, gift cards, or check out our ready-to-go printable coupons full of fun ideas and rewards.

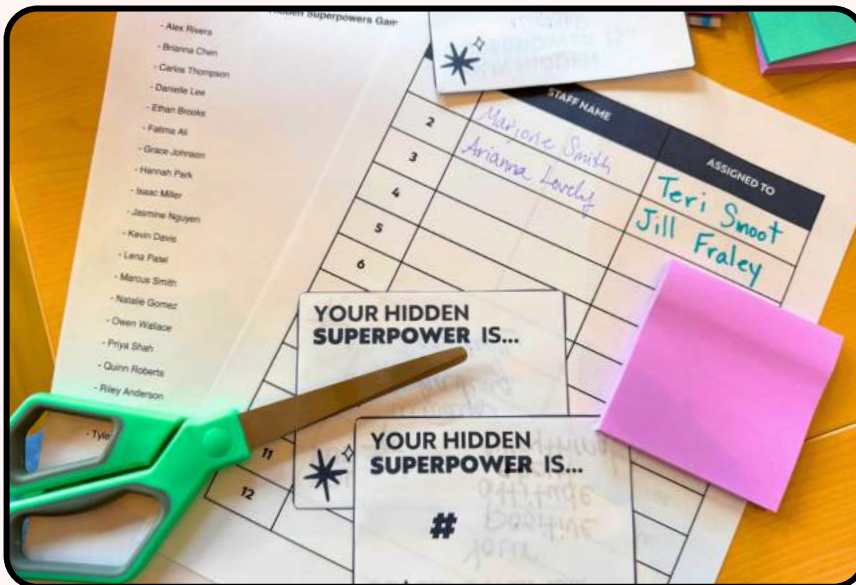


ACTIVITY PREP

Use these steps before you try the activity to make sure everything is ready to go.



- 1 **Create** a numbered staff list so each person can be anonymously assigned a teammate.
- 2 **Print** and cut the "Your Superpower Is..." cards (front/back). You'll need one per staff member.
- 3 **Write** the assigned number on the back of each card to match your staff list. Then, add a sticky note with the teammate's name on the front.
- 4 **Deliver** the cards to staff mailboxes with a sticky note letting them know who to write about.
- 5 **Send** an introductory email with clear instructions—use our ready-to-go script to make it easy!
- 6 **Print** one unnumbered staff list for each group to use during the guessing game at the meeting.



**PREP
EXAMPLE**



Activity Steps

- 1 Gather the Cards:** Distribute blank cards (or use the printable template) and assign each staff member a colleague anonymously. Ask them to write a hidden strength or superpower about that person. **Give about one week to complete and return the cards.**
- 2 Get Set for Game Time:** Before the meeting, write the assigned number on the back of each card to match your staff list. Then, add a sticky note with the teammate's name on the front. Deliver the cards to staff mailboxes with a quick reminder note. Print one unnumbered staff list per group for use during the game.
- 3 Let the Guessing Begin:** At your next staff meeting, split staff into small groups of 4–6. Hand out the completed superpower cards, divided evenly. Each group will try to guess which staff member each card is about. Ask one person in each group to jot down guesses on the staff list. Give them 5–10 minutes to chat, laugh, and connect before revealing the real matches—expect smiles, surprises, and maybe a few happy tears!



Keep It Going:

Combine the returned cards with a photo of each staff member to create a Hidden Strengths bulletin board. Display it in a high-traffic area as a lasting reminder of how valued and special your team is.

Example

Here's a quick example of the activity in action.



Bulletin Board Example



EMAIL SCRIPT

Subject: Help Us Celebrate the Hidden Superpowers on Our Team!

Hi team,
At our next staff meeting, we're playing a simple (and secretly powerful) game called Hidden Superpowers—and I need your help to make it happen!

Here's how it works:

- You'll receive a small card in your mailbox with the name of a teammate. (Shh! In order to keep it a surprise, throw away that sticky note when you're done writing!)
- On that card, you'll write down a strength you see in them—something they're great at, big or small.
- We'll read these "superpowers" aloud at our meeting and guess who each one belongs to. It's a fun way to connect, celebrate each other, and be reminded of the incredible people we get to work with every day.

Please complete your card and return it [insert location or instructions] by [insert due date].

Can't wait to see what superpowers you share!
[Your Name]



PRO TIP:

Use different colored sticky notes for each group or grade level—it'll make organizing and distributing the cards even easier!

ACTIVITY PRINTABLES



**YOUR HIDDEN
SUPERPOWER IS...**



**YOUR HIDDEN
SUPERPOWER IS...**



**YOUR HIDDEN
SUPERPOWER IS...**



**YOUR HIDDEN
SUPERPOWER IS...**



NUMBER	STAFF NAME	ASSIGNED TO
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		

NUMBER	STAFF NAME	ASSIGNED TO
13		
14		
15		
16		
17		
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19		
20		
21		
22		
23		
24		

NUMBER	STAFF NAME	ASSIGNED TO
25		
26		
27		
28		
29		
30		
31		
32		
33		
34		
35		
36		

[illegible]

BULLETIN BOARD PRINTABLES



**OUR STRENGTHS SHINE
BRIGHT!**

 **SEE WHAT MAKES US STRONG** 

STAFF SUPERSTARS

A large, stylized yellow outline of a five-pointed star is positioned to the right of the word 'STAFF'. The star has a thick outline and a smaller, solid yellow star inside it. A long, thin yellow swoosh extends from the right side of the star, curving downwards and to the right.A long, thin yellow swoosh that starts under the 'S' of 'SUPERSTARS' and extends to the right, ending under the 'S' of 'STARS'.

— WHAT MAKES US SHINE —

COLLABORATION

BUILT BY EDUCATORS, FOR SCHOOL LEADERS

This resource was created in collaboration with dedicated educators and school leaders who brought their experience, ideas, and insight to every step of the process. We're grateful for their partnership in building tools that truly make a difference in schools.



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WE'RE SO GLAD YOU'RE HERE!

Thanks for downloading this resource—at [Alpaca](#), we're on a mission to **make school the happiest place to work**.



Tried an activity?

Send a photo or a staff testimonial to [our team](#), and we'll send you a coffee on us!



Got an idea brewing?

We love co-creating with school leaders—[drop us a line](#) with any resource ideas you'd love to see next.



Explore more!

Check out our [full resource library](#) for creative, ready-to-use tools to support you and your team.



SEE HOW ALPACA WORKS

Beautiful surveys, delightful care packages, and real insights on teacher wellbeing—everything you need to lead with confidence, all in one simple solution. [Book a quick demo!](#)