



Know Your Strengths

Strengths are activities at which you excel and that you enjoy.

You want to know your strengths so you can bring value and your energy and interest to your work. When you are working in your strength areas, you are more creative and resilient. You bring your best self and best leadership.

You want your colleagues and team members to know their strengths. When you get people involved in the work that uses their talents and interests and energizes them, you get the very best of people. Strength work has them digging in, being resourceful, and feeling more energized and resilient. They get to provide great value in the ways that make sense to them.

There are 2 inquiries you can use to identify your strengths or have your colleagues/team members identify theirs: 1) When you provide value and 2) When you feel energized.

1. Think over the past week or 2. When did you provide value? With what types of activities?

2. Think over the past week of 2. When did you feel energized? When doing what types of activities?

Activities that are listed for both inquiries are possible strengths.

With what activities – or strengths – do you provide value while feeling energized?

I suggest you identify your top 5 strengths, those strengths that are engrained and innate for you.

Alternatively, or in addition, you can review the list of strengths on the next page to support you in identifying your top strengths.



With which of the following activities do I provide the most value and feel the most energized?

- | | | |
|---|--|---|
| <input type="checkbox"/> Adding humor | <input type="checkbox"/> Drawing | <input type="checkbox"/> Mentoring |
| <input type="checkbox"/> Advancing ideas | <input type="checkbox"/> Editing | <input type="checkbox"/> Moving physically |
| <input type="checkbox"/> Advising | <input type="checkbox"/> Empowering | <input type="checkbox"/> Negotiating |
| <input type="checkbox"/> Advocating | <input type="checkbox"/> Enhancing | <input type="checkbox"/> Opening doors |
| <input type="checkbox"/> Analyzing | <input type="checkbox"/> Enhancing consciousness | <input type="checkbox"/> Operating things |
| <input type="checkbox"/> Arranging | <input type="checkbox"/> Envisioning | <input type="checkbox"/> Organizing |
| <input type="checkbox"/> Assessing | <input type="checkbox"/> Evaluating | <input type="checkbox"/> Organizing events |
| <input type="checkbox"/> Awakening spirit | <input type="checkbox"/> Examining | <input type="checkbox"/> Overcoming obstacles |
| <input type="checkbox"/> Brainstorming | <input type="checkbox"/> Explaining | <input type="checkbox"/> Persuading |
| <input type="checkbox"/> Breaking molds | <input type="checkbox"/> Exploring the way | <input type="checkbox"/> Planning |
| <input type="checkbox"/> Bringing joy | <input type="checkbox"/> Facilitating | <input type="checkbox"/> Presenting |
| <input type="checkbox"/> Bringing out potential | <input type="checkbox"/> Facilitating change | <input type="checkbox"/> Processing |
| <input type="checkbox"/> Budgeting | <input type="checkbox"/> Fixing things | <input type="checkbox"/> Recruiting |
| <input type="checkbox"/> Building models | <input type="checkbox"/> Forecasting | <input type="checkbox"/> Researching |
| <input type="checkbox"/> Building relationships | <input type="checkbox"/> Getting participation | <input type="checkbox"/> Resolving disputes |
| <input type="checkbox"/> Calculating | <input type="checkbox"/> Getting to the heart | <input type="checkbox"/> Reviewing |
| <input type="checkbox"/> Coaching | <input type="checkbox"/> Getting to the heart of matters | <input type="checkbox"/> Revising |
| <input type="checkbox"/> Communicating | <input type="checkbox"/> Giving care | <input type="checkbox"/> Scheduling |
| <input type="checkbox"/> Comparing | <input type="checkbox"/> Healing wounds | <input type="checkbox"/> Seeing opportunities |
| <input type="checkbox"/> Connecting | <input type="checkbox"/> Illustrating | <input type="checkbox"/> Seeing the big picture |
| <input type="checkbox"/> Consulting | <input type="checkbox"/> Improving | <input type="checkbox"/> Selling |
| <input type="checkbox"/> Constructing | <input type="checkbox"/> Influencing | <input type="checkbox"/> Shaping environments |
| <input type="checkbox"/> Creating community | <input type="checkbox"/> Instructing | <input type="checkbox"/> Solving disagreements |
| <input type="checkbox"/> Creating dialogue | <input type="checkbox"/> Interviewing | <input type="checkbox"/> Solving problems |
| <input type="checkbox"/> Creating things | <input type="checkbox"/> Investigating | <input type="checkbox"/> Sponsoring |
| <input type="checkbox"/> Creating trust | <input type="checkbox"/> Leading | <input type="checkbox"/> Streamlining |
| <input type="checkbox"/> Debating | <input type="checkbox"/> Maintaining | <input type="checkbox"/> Studying |
| <input type="checkbox"/> Designing | <input type="checkbox"/> Managing | <input type="checkbox"/> Testing |
| <input type="checkbox"/> Developing ideas | <input type="checkbox"/> Making connections | <input type="checkbox"/> Training |
| <input type="checkbox"/> Developing materials | <input type="checkbox"/> Making deals | <input type="checkbox"/> Translating |
| <input type="checkbox"/> Directing | <input type="checkbox"/> Making things work | <input type="checkbox"/> Troubleshooting |
| <input type="checkbox"/> Drafting | <input type="checkbox"/> Measuring | <input type="checkbox"/> Writing |

What are your top 5 strengths?