

Tips: Help Others Identify Their Strengths

Leverage Strengths

Although you will want to address weak areas enough to prevent them from blocking your performance, the most effective method of improving performance is to make the best use of your strengths.

*Greatness lies, not in being strong, but in the right using of strength.
-Henry Ward Beecher*

Ask those under your care the following questions:

- Do you get an opportunity each day to do what you do best?
- When you are most energized, what types of activities are you doing?
- In what ways do you use your strengths to complete tasks and achieve goals?
- What adjustments could you make to how you perform your tasks that would make the best use of your strengths?
- In what ways do you continue to develop your strengths?

Self-Assessment

Ask those under your care to take the following self-assessment and discuss it with you.

Know It	not at all ←————→ fully	rarely ←————→ always	Do It
I know how to identify my strengths.	1 - 2 - 3 - 4 - 5	1 - 2 - 3 - 4 - 5	I have identified 3-5 areas of strength.
I know how to reinforce my strengths.	1 - 2 - 3 - 4 - 5	1 - 2 - 3 - 4 - 5	I actively reinforce my strengths with learning.
I know how to adjust tasks to leverage my strengths.	1 - 2 - 3 - 4 - 5	1 - 2 - 3 - 4 - 5	I adjust ways of doing tasks to leverage my strengths.

Note: On the “Do It” column, be prepared to give specific examples of what you did that led to your conclusions. For instance, if you say you identified areas of strengths, state what they are and why you think they are strengths.