



USING YOUR STRENGTHS TO ACHIEVE YOUR GOALS & DREAMS

“[using] our strengths is the smallest thing we can do to make the biggest difference ¹”

What is a “strength”?

something you are good at and that lights you up

Strengths are *dynamic*: your strengths will change over time.

Strengths are *flexible*: you'll use different strengths in different situations.

Strengths are *unique*: your blend of strengths is one-of-a-kind, just like a fingerprint!



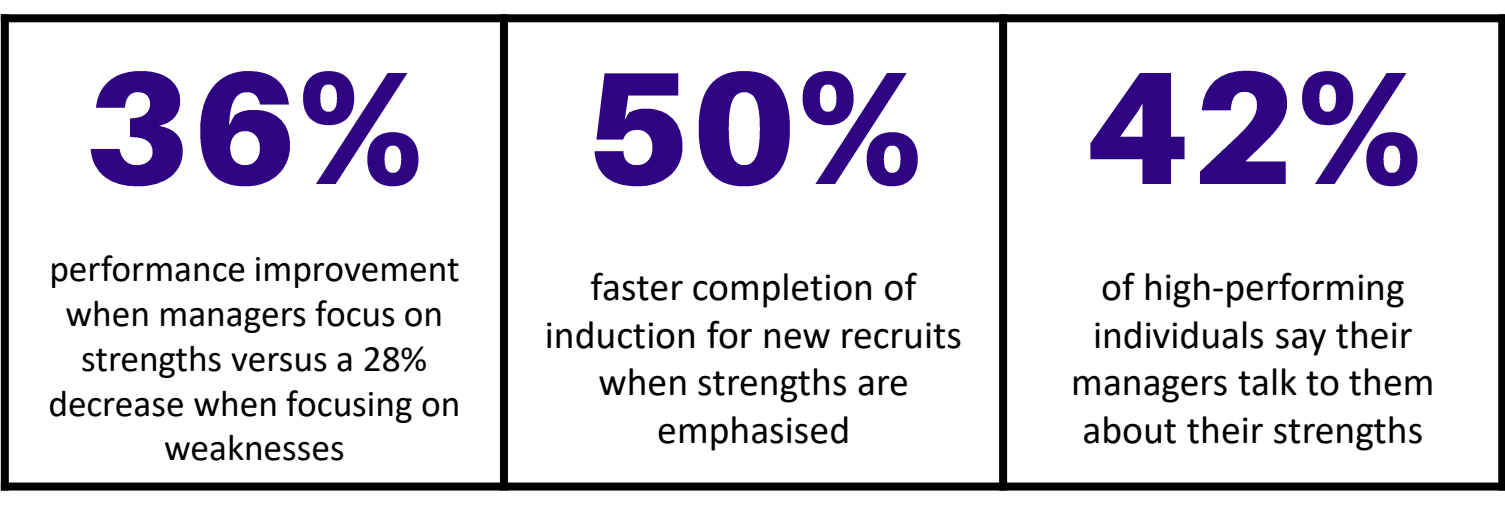
Reasons to focus on your strengths

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| <p>1 Strengths enhance performance</p> <p>100% of people who learned about their strengths said understanding their strengths helped them to perform better ²</p> | <p>2 More happiness, less depression</p> <p>People who consciously use their strengths in new & different ways report greater levels of happiness & lower rates of depression ³</p> |
| <p>3 Higher self-esteem & self-efficacy</p> <p>People who frequently use their strengths have higher self-esteem & greater belief in their abilities ⁴ than those who don't</p> | <p>4 More vitality & positive energy</p> <p>People who consciously use their strengths regularly report a greater sense of vitality - a feeling of positive energy and "buzz" ⁵</p> |

8 ways to identify your strengths ⁶

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| <p>1 Performance comes easily to you</p> <p>Where do you get great results without having to make a big effort?</p> | <p>5 Finding your flow</p> <p>When does time seem to fly by without you noticing?</p> |
| <p>2 Childhood memories</p> <p>What did you love doing? What did you do for hours on end without feeling bored?</p> | <p>6 No self-discipline required</p> <p>Which tasks just seem to get completed without you having to motivate yourself?</p> |
| <p>3 The "real you" test</p> <p>What are you doing when do you feel most like yourself?</p> | <p>7 Watch your words</p> <p>What are you referring to when you say "I love to..." or "I wish I could... more"?</p> |
| <p>4 Your learning superpower</p> <p>In what areas can you quickly and easily learn new things and hone your skills?</p> | <p>8 Feel it in your body</p> <p>Which activities make you feel pumped up, excited, and energetic?</p> |

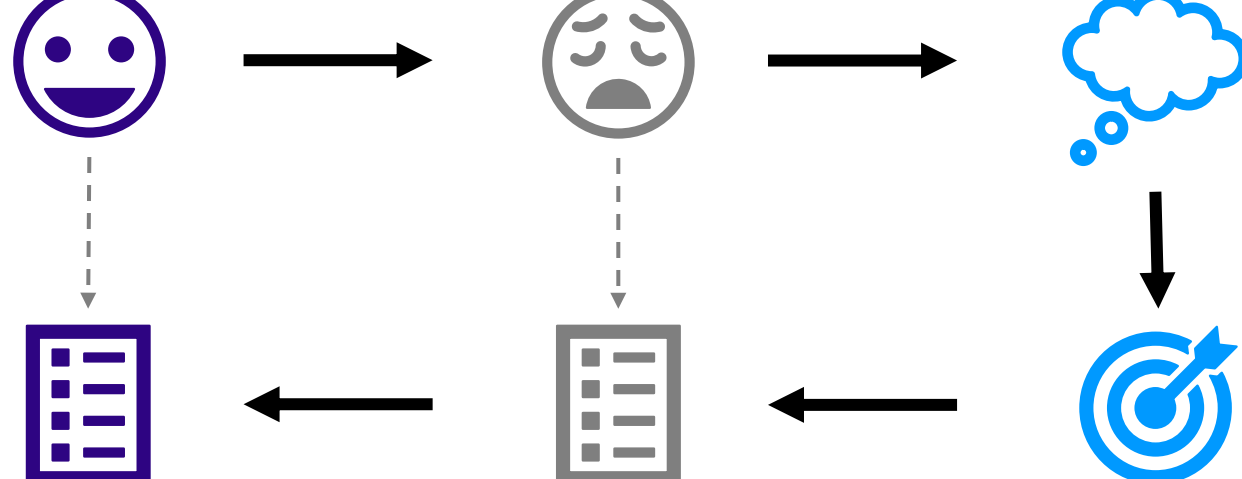
Benefits of strengths in the workplace ⁷



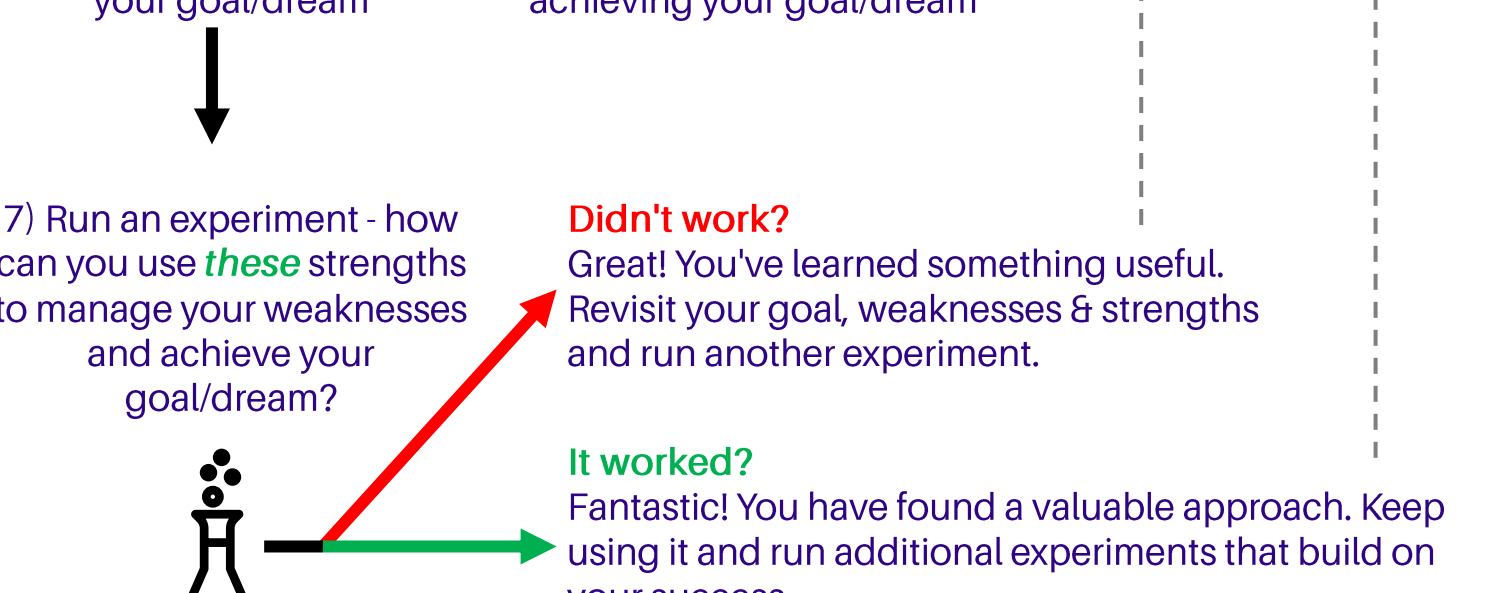
YOUR 7-STEP PROCESS FOR USING YOUR STRENGTHS

Here's your 7-step process to use your strengths strategically, manage your weaknesses wisely, and achieve your goals and dreams:

- 1) List all the things you're great at and love doing (these are your strengths)
- 2) List anything you find draining, challenging, or difficult (your weaknesses)*
- 3) Write down all your goals & dreams, no matter how big or small



- 4) Now, pick one goal or dream you want to work on
- 5) Identify any weaknesses that could hold you back, or trip you up on the way to achieving your goal/dream
- 6) Identify all the strengths you already have in your toolbox to help you achieve your goal/dream



Partnering with your strengths

You don't have to do things alone - sometimes the best approach is to partner up with someone else and share strengths with each other.

Pick someone who is great at something you're not so good at - which of your strengths can you offer them help with? How can they help you with their strengths?

Not only do you get the benefit of joining your strengths together, you've also got someone who can encourage and support you in the challenging times and can celebrate with you when you succeed.

Strengths Coaching & Development

I offer coaching and development programmes where you'll learn how to:

- develop insights into your strengths
- implement strengths-based strategies to achieve your goals & dreams
- apply practical tools to enhance your strengths and boost your energy, engagement & achievement

Team and individual programmes are available - start your strengths journey by booking your free 30-minute discovery session today.

Book your free call today

References & notes:
 1 Alex Linley 'Average to A+' 2008
 2 Capp 2014
 3 Seligman, Park & Peterson, 2005
 4 Proctor, Maltby & Linley, 2011
 5 Govindji & Linley
 6 Adapted from The Strengths Profile Book, Linley & Bateman 2018
 7 Strengths Profile White Paper, 2018

* Don't be shy about naming your weaknesses! When you do that, it makes you stronger. How? We all have weaknesses, so there is nothing to be ashamed about or afraid of. Once you acknowledge what you aren't good at, or that is challenging or draining for you, you can use your strengths (what you're great at and what lights you up) in smart ways so that your weaknesses slide into the background.