

Exercise: Your 5 Step Strengths Map

Use the map below to capture your responses to the questions and 'map' your strengths. See if you can identify up to six or seven main strengths, and a similar number of untapped strengths. It is usual to identify no more than three or four weaknesses. If you find more, you're trying too hard!

Steps 1-3: The activities that energise you:

1. Your strengths

1. What do you love doing in your work? (*Think back to situations you have been most energised at work*)
2. What behaviours and attributes do you enjoy using, demonstrate well and use regularly?
3. When do you use these strengths? What examples can you think of?
4. What do you enjoy about using them? How do they make you feel?

2. Your untapped strengths

1. What do you love doing but just don't get the opportunity to do very often. Perhaps strengths you used in previous jobs or roles?
2. When do you currently use this strength/these strengths?
3. What do you enjoy about using it? How does it make you feel?
4. On a scale of 0-10, where 0 is not at all and 10 is ideal, how much do you currently use that strength?

3. Your overplayed strengths

1. Where might you be using some of your strengths too much?
2. What's the impact?
3. Where might it be the wrong kind of situation to use them?

Steps 4-5: The activities that drain your energy

4. Your learned behaviours

1. What things are you good at, but don't enjoy, or that drain you to do them?
2. What sort of things do you struggle to get started with?

5. Your weaknesses

1. What do you perform less well in and also find to be a drain on your energy?
2. How does this weakness currently impact your role and work?
3. How important is it to your success in the role?