

Steps 1-3: The activities that energise you

1. Your strengths - REAP

What can you do to use these strengths more?

What sort of work, objectives or activities would help you use your strengths more?

2. Your untapped strengths - RELEASE

What can you do to create opportunities to use these strengths more and release this potential?

3. Your overplayed strengths - REGULATE

What can you do to regulate any strengths that you use too much?

Steps 4-5: The activities that drain your energy

4. Your learned behaviours - REDUCE

What can you do to reduce and minimise the use of these things you do well but don't really enjoy?

5. Your weaknesses - RESPOND

Are these behaviours important in your role? If so, what can you do to develop them – or call on other strengths to help you? How can you make your weaknesses irrelevant? Or manage them?