



Strengths Finder

WDP pre-work workbook



Think of your own strengths as the things that feel completely natural to you.

Do you always get chatting to people in shops, on public transport or while waiting in queues?

Are you really competitive?

Do you love to have a to-do list and enjoy ticking things off when you've done them?

Are you always the person who volunteers to help?

If you said a big 'yes' to any of these things, it's likely it's one of your strengths.

Using our strengths energises us. If you answered 'no' to any of the questions above, chances are it's because it's not something that you do naturally or that energises you. It's not one of your natural strengths. It's not really *you*.

Have a think about this...

What are the sources of joy and excitement in your work? What gives you energy? What things do you look forward to doing? Write them down here



In contrast, what kind of things make your heart sink? You know those things that always stay at the bottom of your to-do list. What do you have to actively schedule in because it's just not that appealing? Write those things here



Why are your strengths important?

Have you ever felt that you were trying to be something you're not? Or felt really drained by something you were doing?

The reason for these feelings could have been because you were not playing to your strengths. Instead you were doing things you weren't cut out for.

Focusing on your strengths is important because:

- They're the real you, your authentic self
- They build your confidence. This is because using your strengths is you at your best
- Doing a job where you spend most of your time playing to your strengths is the best way to fulfilment and success
- They literally strengthen you. They're your best contribution
- And most important of all, your strengths are where you're living your own life, where you're true to yourself and making your best contribution

What are your strengths?

Have a look at the table on the following page. Tick whether each strength is very much, a bit or not very much like you. It's not a definitive list but it will get you thinking about your strengths.

Strengths	Very much like me	A bit like me	Not much like me
I love to be in charge: I'm naturally drawn to take the lead in any situation			
I'm a very competitive person: It's very important for me to be the best			
I have a lot of drive: I'm never satisfied until I have achieved what I set out to do			
I keep going when things are tough: I'm energised by overcoming obstacles and setbacks			
I bring energy and pace to everything I do: I get a lot done, fast			
It's very important to me to do the right thing: I am the type of person who speaks up, or takes risks, if something is not right			
I'm honest and straightforward: People know where they stand with me			
I'm naturally optimistic: I usually assume that things will turn out well			
I get a buzz out of learning: I continuously look for opportunities to develop and grow			
I love developing others: I get great satisfaction from watching others progress and realise their potential			
I instinctively tune in to other people's needs: I readily realise if something is wrong with someone and I'm good at understanding situations from other peoples' perspectives			
I care about people: Others' wellbeing is really important to me			
I love to think about the big picture: I'm good at understanding how things connect			
I have a restless desire to improve things: I'm always searching for ways to do things better, or more efficiently			
I love making connections: I enjoy bringing people together for their mutual benefit			
I love making decisions: I thrive on weighing the options and selecting the best way forward			
I intuitively know what's really important: I find it easy to figure out, and focus my attention, on the things that count			
I'm good at analysing data and situations: I enjoy the challenge of making sense of complex and sometimes incomplete information			
I thrive on solving problems: I enjoy the challenge of finding solutions to issues and challenges			
I have very high standards: I strive to achieve excellence			
I love to work with my hands: I get a buzz from doing practical tasks			
I'm energised by working with other people: I love collaborating and being part of a team			
I love to bring a smile to others' faces: I am good at seeing, and sharing, the funny side of things			
I'm disciplined: I love to organise things, so I achieve my deadlines			

Using your strengths every day

The more you use your strengths, the better you will feel about yourself and what you're doing. Use this time to be more aware of your strengths. Get comfortable thinking this way and it will help you to speak about your strengths in your capacity as an INED.

Summary

By playing to your strengths you're going with who you are rather than trying to be something you're not. This is key to having a fulfilling work life and to feeling effective in your role.

Discovering our strengths is exciting and uplifting. It can take some time as we're usually more focused (and it is common in the workplace) on fixing our weaknesses.

Resources

The Strengths Workbook: An Eight Week Programme to Discover Your Strengths and What Makes You Thrive (LID Publishing 2019) Sally Bibb

Marcus Buckingham: The Truth About You
<https://www.youtube.com/watch?v=9aU5EiKfkA>

