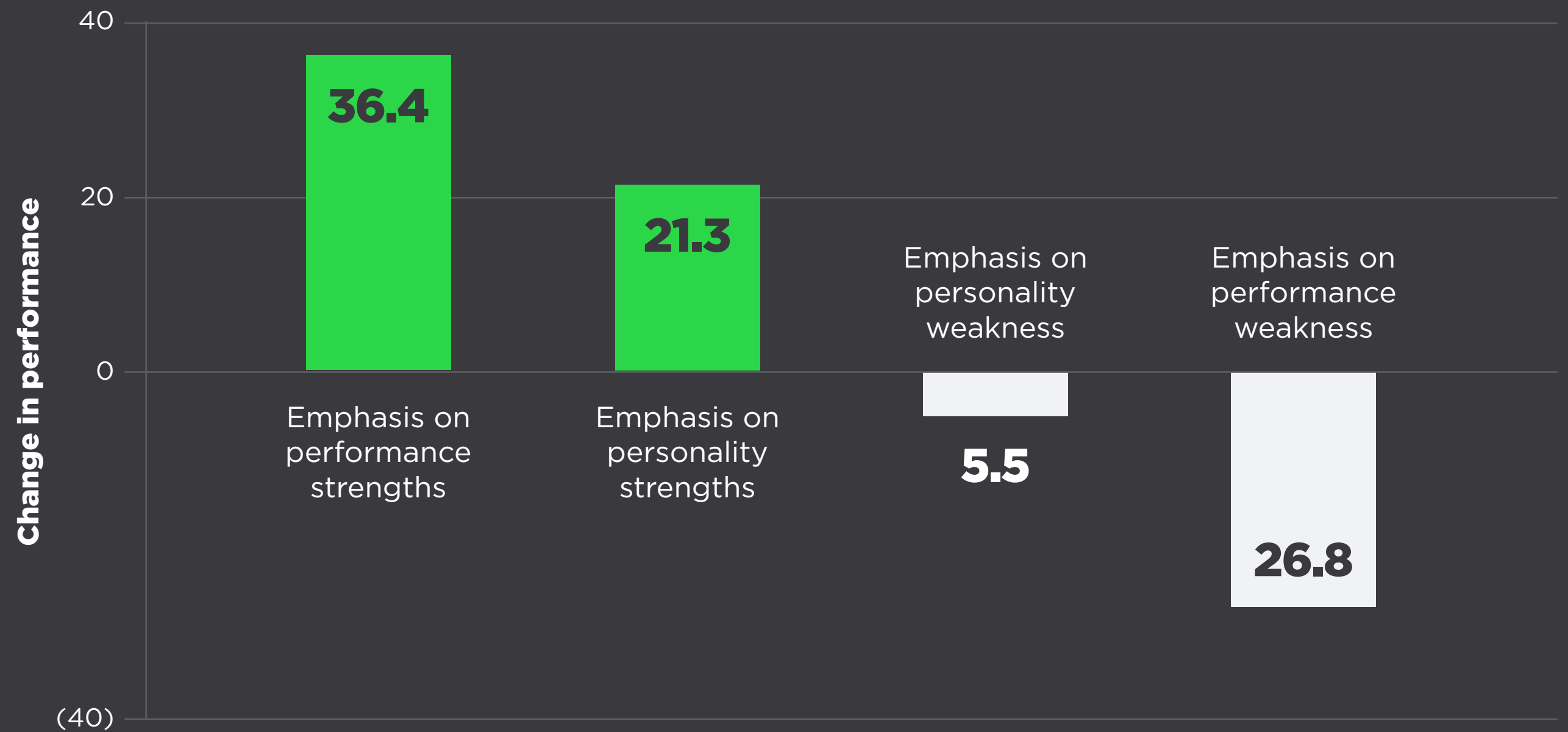


Give me strength

Virtual handout

1 Benefits



Source: CLC (2002) n = 19,187

2 The SP model



3 Tactics

01

Stop it

Ask yourself if it's possible to just stop using your draining behaviours without any adverse affect on your role or wider responsibilities within the organisation. Doing so will free some time up for strengths focus.

02

Refocus

Can you reorganise what you do in such a way that reduces the extent to which you use your weaknesses and learned behaviours?

03

Strength sandwich

If a draining task is essential, then try sandwiching it between two energising tasks. Or compensate for a draining task by using a strength – e.g. a strength in Drive might enable a weakness in Planful to be overcome.

04

Team strength

Reorganise how things are done using a 'team-strength' rather than a 'task-led' approach. Re-allocate tasks according to the true strengths of individuals.

05

Performance partner

Can you buddy up with someone who has strengths in the tasks you find draining? In return do something for them.

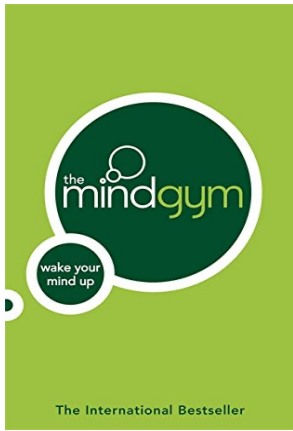
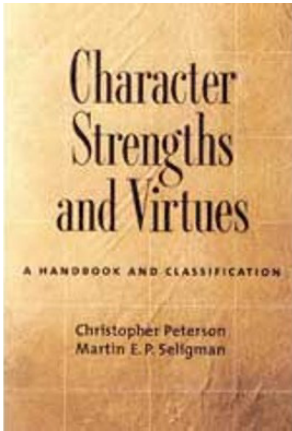
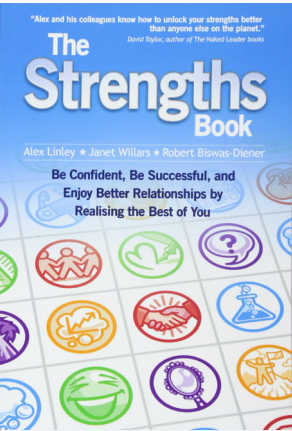
4

Action plan

	Level 3		Level 2		Level 1 Task, objective or responsibility in my role or wider organisation	Immediate action	Extended opportunities What potential opportunities could arise from performing the immediate task	Action On leaving this Workout, capture one thing you can do to ensure your immediate action happens
Realised strengths	Which three of your realised strengths are most important to you?		Which one of these can you develop further to help you achieve your most immediate goals?					
Unrealised strengths	Which three of your unrealised strengths are you most interested in?		Which one of these do you have the opportunity to bring to the fore in your current situation?					
Learned behaviours	Which two of your learned behaviours drain you the most or would you like to be less reliant on?		Which one of these can you realistically afford to use less without adversely affecting your current situation and performance?					
Weaknesses	Which two of your weaknesses do you feel are most problematic in your current situation?		Which one of these can you manage in a way that will enhance your overall performance and wellbeing?					

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