**Strengths Reflection Tool**

Write down a goal you want to achieve, a skill you want to develop, or a challenge you want to resolve.

Choose something that is related to your current role at work. Then fill in your Top 5 Clifton Strengths in the left column.

Next to each strength, identify one or more ways that strength can help you with that goal/skill/challenge and one or more ways it can get in your way.

**GOAL / SKILL / CHALLENGE:** \_\_\_\_\_Build data engineering skills on Microsoft Azure to use for potential projects\_\_\_\_\_

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| **TOP 5 STRENGTHS** | **HOW IT CAN HELP** | **HOW IT CAN GET IN THE WAY** |
| *Deliberative* | * Taking my time to learn and grow familiar with the tools and system * Identifying potential problem areas I might run across in the future of using it | * Could begin to overthink or get stuck on a small thing and lose the big picture of what I’m building |
| *Connectedness* | * Quickly finding the connecting points between Azure and what I’ve already been using – be able to brainstorm how using these new skills would help our clients better | * Forgetting the individual strengths of Azure and why it’s a better tool than competitors (like Amazon Web Services) |
| *Strategic* | * Finding the best route to learn this new skill and gain practical experience * Thinking ahead to building on Azure: what are the different tools that could lend to mid-course changes? | * Potential to over-complicate a solution for a client when what’s needed is much simpler – using Azure could result in over-engineering |
| *Discipline* | * Organizing notes and concepts I’m learning about Azure * Staying detail-oriented on projects and helping clients avoid confusion and disorganization | * Could get lost in the details or over-complicate organizing Azure tools for the client * Potential to lose flexibility in favor of what’s personally desired |
| *Responsibility* | * Keep close tabs on Azure’s billing to avoid unnecessary costs for Elliott Davis and clients * Maintain data integrity and client resources, not abusing what they provide or the system | * Not being able to say ‘no’ when something isn’t working or make sense |

**GOAL / SKILL / CHALLENGE:** \_\_\_\_\_Being clear and succinct in communication\_\_\_\_\_

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| **TOP 5 STRENGTHS** | **HOW IT CAN HELP** | **HOW IT CAN GET IN THE WAY** |
| *Deliberative* | * Thinking through the words and phrases I’m using, rehearse and make sure what I’m saying is clear and succinct * Slowing down helps take emotion out so you’re being logical and clear | * Could begin to overthink and think through too much and not end up communicating |
| *Connectedness* |  |  |
| *Strategic* |  |  |
| *Discipline* |  |  |
| *Responsibility* |  |  |