

MY SELF DISCOVERY

Week 2- StrengthsFinder 2.0



STRENGTHSFINDER 2.0

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Introduction to StrengthsFinder 2.0

Interesting Fact...

"Like your fingerprint, the sequence of your themes is unique to you. The odds that someone has the same 5 Signature Themes in the same order as you are 1 in 33,000,000"
-The Gallup Strengths Center

What is a Strength?

"Your strengths begin with talents that naturally exist inside you. A talent is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied. A talent helps you to do something well not just once; they help you to do it well over and over again. Because talents are naturally recurring patterns, they are "automatic," almost like breathing. According to Clifton, practice does not make perfect. To develop a strength in any activity requires certain natural talents.

There is a general misconception that strengths are activities that we are good at. In the video series "Trombone Player Wanted," Buckingham defines a strength as an activity that makes you feel energized and strong. He states that we can be very good at certain activities but if the activity depletes us of energy, it is not a strength regardless of how good we are at it.

Clues to Our Talents

1. **Yearning:** What activities are you naturally drawn to?
2. **Rapid Learning:** What kind of activities do you seem to pick up and learn quickly?
3. **Timelessness:** In what activities did the time seem to "fly by" quickly for you?
4. **Glimpse of Excellence:** During what activities have you had moments of excellence and you think "How did I do that?"
5. **Satisfaction:** What activities energize you, either while doing them or immediately after you finished them, and you think "When can I do that again?"

Strengths Formula

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TALENTS	+	KNOWLEDGE	+	SKILL	=	STRENGTH
Naturally recurring patterns of thought, feeling, or behaviour that can be productively applied.		What you know, either factually or through awareness gained by experience		The capacity to perform the fundamental steps of an activity		The ability to provide consistent, near-perfect performance in a specific activity.

To achieve our personal best, we must not only understand our talents but must work to continuously develop them and look for opportunities where we can apply them in our academic, work and personal life.

When we are playing to our strengths and doing what we love or are passionate about, work no longer feels like work. Work becomes an extension of who we are. This is why it is important to know, understand and value your talents. Unfortunately, the research that Gallup conducted showed that less than two out of ten people are in jobs that play to their strengths.

Why Focus on Strengths?

Use of strengths at work is connected to:

- Greater work satisfaction
- Engagement (73% vs. 9%)
- Greater productivity
- Lower turnover rate
- Increased levels of trust, compassion and hope within teams
- Increased well-being, decreased symptoms of depression and anxiety

Strengths Exercises

List Your Top Five Strengths

- Strength #1 _____
- Strength #2 _____
- Strength #3 _____
- Strength #4 _____
- Strength #5 _____

Strengths Action Plan

MY SELF DISCOVERY

DESCRIPTION OF
MY STRENGTH

WHY IS THIS
STRENGTH
BENEFICIAL?
WHAT DOES IT
ENABLE ME TO DO?

WHERE DO I
CURRENTLY UTILIZE
THIS STRENGTH?

HOW CAN I APPLY
THIS STRENGTH
IN MY ACADEMIC
OR CAREER CHOICE?

WHAT ACTIONS CAN I
TAKE TO FURTHER
DEVELOP THIS
STRENGTH?