SAMPLE: Strengths Assessment & Implementation Plan

STRATEGIC *-I can perceive patterns where others only see complexity.*

Action Plan - I have decided to implement the idea of making myself known as a resource for consultation for those who are stumped by a problem. In my work, I hold the title of being a trainer for the venue I work at. I am held to the responsibility of being able to be a contact point for people who are struggling to understand how to work in a new environment.

COMMUNICATION - *I like to explain, describe, to host, and to speak in public and to write. I feel the need to bring energy to events and make them exciting and vivid.*

Action Plan - The idea for action that I would like to implement for this strength is to keep getting smarter about the words that I use. I know that people are lingering on the words that I say, because they hold me to a higher standard than my other coworkers because of my position. The words I say can hold a lot of meaning and importance, especially with the tone the words are delivered with.

RESTORATIVE - *I am energized by solving problems.*

Action Plan - the idea for action that is most important to implement here is to let other people solve their own problems. A lot of the times I will burn myself out trying to solve other people's problems which makes me unavailable to solve serious issues when they arise. Instead, I need to teach people how to work through their own problems.

INDIVIDUALIZATION*- I am intrigued by the unique qualities of individual people. I am impatient with generalizations because I don't want to obscure what is special and distinct about each person.*

Action Plan - the idea for action I will implement here is to have an awareness and appreciation of others lights as well as their dislikes. I believe it is important to have an awareness of peoples dislikes not just their likes, it will help you have a better understanding of a single person's unique position in the company.

ACTIVATOR - *I am impatient for action.*

Action Plan - my idea for action in this category is to remember that I can be intimidating. I need to gain others trust and loyalty first before my activator talents will become most effective. I often forget that the way I talk, or the things I do may be intimidating to others. I need to be able to cater to others to gain their trust, before intimidation occurs.