

Discover Your Strengths



Step One: List all Possible Strengths

List all your possible strengths and skills in the space provided below. Also list your passions. Some useful questions to ask yourself:

- *What do I excel at?*
- *What is easy for me?*
- *What do I enjoy?*
- *What am I passionate about?*

For the next two weeks, keep track of activities that you enjoy, that you find fulfilling, that make you feel strong. Add these to your list. Also, ask others who know you well to add to your list. Be sure to include people from all walks of life – family, friends and community connections – as well as people you work with every day. Ask people who know you well and who will be open and honest with their answers. Four or five individuals will give you a good start on your strengths list.

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Step Two: Uncover Themes

Complete a few tools, such as the Clifton StrengthsFinder™ and the VIA Signature Strengths© Questionnaire to help you put names to your strengths and provide another lens on your list of strengths. To complete the Clifton StrengthsFinder™, purchase a book that supplies you with a code for taking the instrument one time. We recommend *StrengthsFinder 2.0* by Tom Rath (Gallup Press, 2007) or *Now, Discover Your Strengths* by Marcus Buckingham and Donald O. Clifton (Free Press, 2001). Access these by visiting www.strengthsfinder.com. To complete the VIA Signature Strengths© Questionnaire, visit www.authentichappiness.org.

In the table provided below, group your strengths into “buckets” or categories that represent your deepest and most powerful strengths. Assign a working “theme” to each bucket.

Category	Strengths that Belong in This Category

Step Three: Name the Game You’ll Play

Even if you are not 100% certain you’ve created the perfect list of your strengths, go ahead and name them. Try to create no more than five named strengths so you can remember them and work with them. Naming your strengths is an important step. Assigning a name to a strength makes that strength more tangible and real, easier to access than a strength that is loose, unclear, and amorphous.

Circle your top five strengths in the chart above. Play with the exact wording so that each one resonates most clearly for you. Capture your five named strengths in the space below. Memorize your strengths so you can easily begin to assess each new opportunity against them.

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Step Four: Observe Yourself

Over a two to four week period, notice where you excel. Notice, too, when you become engaged, enthused, excited, inspired, intrigued, or passionate! These purely emotional reactions are important because they offer clues to your deepest strengths.

Ask yourself these questions:

- *Which of these strengths give me deep joy?*
- *Which strengths are fun to use?*
- *What strength am I most inspired to use?*
- *What strength is most interesting and intriguing to me?*

Adjust your named strengths; in the space below, rename them as needed so they feel right.

Step Five: Design your Leadership Brand

As a leader, consider how your strengths manifest themselves through your leadership. The application of our strengths to leadership is one of the most important and influential applications of our strengths. Go to our website – at www.play2yourstrengths.com – and download the tool called “Create Your Leadership Brand” on the Resources page. Follow the instructions to design your Leadership Brand.