

Squiggly Careers PodSheet



Finding out your strengths

What are strengths?

- Strengths are the things that give you energy and you want to be known for.
- You take them with you throughout your career and they become part of your brand.
- Your strengths can increase your impact and create new opportunities for career growth.

How to identify and develop your strengths



What do you enjoy the most about your job?

Are there moments in time you have felt more energised and motivated? These are likely to highlight areas when you are at your best. Think creatively about how you could strength these strengths and use them more.



When did you do well when things might have gone wrong?

Failures or difficult situations can bring out your strengths. It's when things go wrong, that your strengths can be the things that see you through. Knowing your strengths can give you the confidence to handle difficult situations.

Don't try to be everything to everyone.



It is impossible to be good at everything.

Spend most of your time of turning the strengths you want to be known for into super-strengths that have the biggest impact.

Only invest time in mitigating the weaknesses that might hold you back.

Ideas for Action

1

3 people, 3 words

Text 3 people and ask them to describe you in 3 words. Are they consistent? Are you having the impact you thought you were?

2

Strengths Feedback

Ask someone 'Can you tell me a time when I have added the most value at work in the last month?'

3

Be consistent

Identify everywhere your profile is present - e.g work/LinkedIn. Make sure your strengths are clear and consistent across all these touchpoints.

Coach Yourself Questions

1

Describe a time you felt the most energised at work. What were you doing?

2

How could you make more use of your strengths inside or outside work in order to help others?

Recommended resources



[Put Your Strengths to Work](#)
Marcus Buckingham



[Start with Strengths](#)
TED Talk Chris Wejr



[Make your strengths stand out](#)
Squiggly Careers podcast #122

Amazing if