

Your Strengths at Work

Notice what you do well, and use more of it

Most development conversations focus on weaknesses. Yet people tend to be more engaged, and perform better, when they spend more of their time using what they are naturally good at. Strengths are not only what you do well, but what you enjoy and feel energised by.

IF SOMEONE NEEDS HELP NOW

If there is an immediate risk to life, call **999**. Samaritans are available free, 24 hours a day, on **116 123**. In England, NHS 111 (option 2) connects to an urgent mental health service.

Find your strengths

EXERCISE

Look for clues

1. Times at work when I felt at my best. What was I doing?

2. Tasks I find easy that others find hard:

3. Things I lose track of time doing:

4. What I am asked for help with:

Words that might help: analysing, building relationships, calming things down, creative thinking, explaining, organising, persuading, problem-solving, spotting detail, supporting others, taking charge, writing.

Ask other people

Ask two or three people who know your work: "What do you think I am at my best doing?" Note their answers without arguing with them.

WHO	WHAT THEY SAID

03

Use them more

MY TOP STRENGTHS	WHERE I USE THIS NOW	WHERE I COULD USE IT MORE
1		
2		
3		

TIP

Bring this sheet to your next one-to-one or appraisal. It changes the conversation from what is missing to what is possible.