



Identify Your Strengths

A self- assessment exercise

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How to Identify your Strengths

There are 4 steps to follow when wanting to leverage your strengths and become the best possible version of yourself. It requires a process of identification, prioritisation, development, and application.

The process begins with identifying which of your strengths are most natural and authentic to you:



The most accurate way to identify your strengths is to use a validated assessment tool, and for this I would recommend Core Strengths. However, some people prefer to use self-assessment and reflection. This exercise provides a way to identify your strengths without completing an assessment tool, and forms part of the initial discovery phase of working with strengths.

It is designed to help you to identify the strengths you use most regularly, to reflect on how you use them in everyday situations, and give you the insight needed to prioritise, develop, and better apply them in future.

INSTRUCTIONS

1. Set an alarm on your phone for three times throughout your day.
2. When the alarm goes off, follow these instructions
3. Think about the time spent before the alarm
4. Briefly describe an activity you were engaged in. Note the activities you performed or accomplished. Avoid writing about experiences you had due to the actions of someone else.
5. Write down the emotions and feelings you experienced during the activity, being as specific as possible (e.g., "I felt happy and accomplished after presenting my new marketing campaign without stuttering.").
6. Note the extent to which you enjoyed the activity on a scale from 1 to 10.
7. Note the amount of energy that you gained from this activity on a scale from 1 to 10.
8. Take note of any strength(s) that you used during the activity. Use the list of strengths overleaf as a prompt.
9. Do this every day for at least 2 weeks. The longer you do the exercise the more accurate it will be.
10. Review your notes, and identify your top 5 strengths. It is important that they are not only those which you have used most frequently, but also were associated with activities you most enjoyed and which gave you most energy.

STRENGTHS

SUPPORTIVE I give encouragement and help to others.	CARING I concern myself with the well-being of others.	DEVOTED I am dedicated to some people, activities, or purposes.	MODEST I play down what I am capable of doing.
HELPFUL I give assistance to others who are in need.	LOYAL I remain faithful to the commitments I make to others.	TRUSTING I place my faith in others.	RISK-TAKING I take chances on losses in pursuit of high gains.
COMPETITIVE I strive to win against others.	QUICK-TO-ACT I get things started without delay.	FORCEFUL I act with conviction, power, and drive.	PERSUASIVE I urge, influence, and convince others.
AMBITIOUS I am determined to succeed and to get ahead.	SELF-CONFIDENT I believe in my own powers and strengths.	PERSEVERING I maintain the same course of action in spite of obstacles.	FAIR I act justly, equitably, and impartially.
PRINCIPLED I follow certain rules of right conduct.	ANALYTICAL I dissect and digest whatever is going on.	METHODICAL I am orderly in action, thought, and expression.	RESERVED I practice self-restraint in expressing thoughts and feelings.
CAUTIOUS I am careful to make sure of what is going on.	OPTION-ORIENTED I look for and suggest different ways of doing things.	TOLERANT I respect differences, even when I don't agree.	ADAPTABLE I adjust readily to new or modified conditions.
INCLUSIVE I bring people together in order to reach consensus.	SOCIABLE I engage easily in group conversations and activities.	OPEN-TO-CHANGE I consider different perspectives, ideas, and opinions.	FLEXIBLE I act in whatever manner is appropriate at the moment.



These strengths and descriptors are proprietary to Core Strengths, a highly accurate, scientific measurement of a person's unique motives and how they use their strengths. The results are framed in the context of relationships, providing a network effect for greater collaboration and team performance.



[Ask me](#) about how I can help you gain a more accurate assessment of your strengths, using this excellent validated assessment tool.

More information about my HR and Coaching background can be found here:

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