STRENGTHS

A ‘strength’ can be defined as a pre-existing capacity for a particular way of behaving, thinking, or feeling that is authentic and energising to the user, and enables optimal functioning, development, and performance. In general, strengths are tasks that you:

* Learn easily
* Get more energy from doing
* Get enthusiastic about
* Find motivating

You will find some typical strengths listed below, grouped in to common themes, with an explanation and a catchphrase to help you decide how they relate to your own behaviour.

# PEOPLE

## Empathic Connection

Connecting to others through the ability to sense and understand what others are feeling.

Catchphrase “I’ve felt that too”

## Esteem Builder

Helping others to believe in themselves and see what they are capable of achieving.

“I knew you could do it”

## Personalisation

Recognising everyone as an individual and the differences that make them unique.

“I knew you would love this as soon as I saw it”

## Rapport Builder

Establishing rapport and relationships with others quickly and easily.

“I really enjoyed meeting you”

## Persuasion

Bringing others round to your way of thinking and winning agreement for what you want to achieve.

“This is going to be great and it will work”

## Relationship Deepener

Having a natural ability to form deep, long lasting relationships with people.

“A friend is a friend for life”

## Service

Constantly looking for ways to serve and help others.

“At your service”

# COMMUNICATION

## Listener

Focusing on and listening intently to what people say.

“Mm-hmm…”

## Counterpoint

Always bringing a different viewpoint.

“We could also look at things this way…”

## Explainer

Simplify things so that others can understand.

“In other words…”

## Scribe

Conveying thoughts and ideas through the written word.

“I love writing”

## Spotlight

Being the focus of everyone’s attention.

“Look at me!”

# PROBLEM-SOLVING, ATTENTION TO DETAIL

## Detail

Focusing on the small things that others easily miss, ensuring that everything is accurate and error-free.

“It’s important to get things just right…”

## Resolver

Solving problems, the more difficult the better.

“Every problem has a solution – and I’ll find it”

## Incubator

Thinking deeply about things over time, pondering and reflecting to arrive at the best conclusion.

“I’ll mull that over”

## Planful

Making plans for everything you do.

“What’s the plan?”

## Judgement

Making the right decisions quickly and easily.

“On balance, it seems to me that…”

## Adherence

Following processes and operating firmly within rules and regulations.

“Rules are there to be followed”

## Strategic Awareness

Paying attention to the big picture to inform your decisions.

“Look at what’s happening there…what does it mean for us?”

## Order

Exceptionally well-organised in everything you do.

“Everything has its place”

## Creativity

Striving to produce work that is new and original, creating and combining things in novel and imaginative ways.

“I wonder what would happen if…”

# DYNAMIC, CHANGE-RELATED

## Curiosity

Interested in everything, constantly seeking out new information and learning more.

Catchphrase “Tell me more…What?...Why?...When did that happen?”

## Improver

Constantly looking for better ways of doing things, for how things can be improved.

Catchphrase “It can be done better if we do it this way”

## Drive

Self-motivating and pushing yourself hard to achieve what you want out of life.

“Tick. What’s next?”

## Efficacy

Very confident in your own abilities, having a sure belief that you can achieve your goals.

“Yes I can”

## Resilience

Taking hardships and setbacks in your stride, recovering quickly and getting on with things again.

“What doesn’t kill you only makes you stronger”

## Competitive

Constantly competing to win.

“I play to win”

## Catalyst

Motivating and inspiring others to make it happen.

“Together we can do it!”

## Adventure

Taking risks and stretching yourself outside your comfort zone.

“I’ll try it!”

## Change Agent

Constantly involved with change, advocating for change and making it happen.

“Change is the only constant”