

# Strengths Workbook

"Your strongest life is built  
through a continuous practice  
of designing  
moment by moment."

Marcus Buckingham

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# Awareness Discussions

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**My Top 5 Talent Themes are:**

Talent	Cluster	Notes

Type	My Themes are:
Core Theme	
Ignition Theme	
Relaxing Theme	
Guilt Theme	
Spiritual Theme	

**My Strength Statement:**



**Remember this!**

## Your Amazing Uniqueness

The chances of you sharing the same Top 5 in any order with someone: 1 in 280,000.

The chances of you sharing the same Top 5 in the exact order with someone: 1 in 34 million!

### Useful Definitions

**A Strength** is a Talent which is *affirmed, celebrated and being developed by knowledge, skill and experience*. Your top 5 is therefore not necessarily yet your Strengths. Your Signature Strengths is something you can mostly only affirm after some time of development or exploration. Gallup defines a Strength as ‘the ability to provide consistent near-perfect performance in a specific activity.’



*A well-managed talent becomes a strength.*

*A mismanaged talent becomes a detriment.*

The **Core Theme** has a tremendous influence on the talent mix. The core theme will be the strongest of the top 5 and add the most taste and spice to your thoughts, feelings and behaviour. When under pressure the Core theme will kick in the strongest and drive your performance. The core theme also gives you a specific identity, in that it becomes a springboard for the way you approach problems and challenges. The core theme gives you a clear identity to affirm and celebrate. If you tell people at work about your Strengths, it's useful to start with only your Core theme.

The **Ignition Theme** is the specific talent that tends to kick in and help your thoughts, feelings and behaviour to get into action. It is the one theme you need in order to get started and seems to energize you the most.

Your **Relaxing Theme** helps you to shut down. It tends to relax and calm down your thinking, feeling or behaving. This specific theme acts like a relaxant that slows you down and even helps you rest. You can use your relaxing theme to manage your energy.

Your **Guilt Theme** stems from the possibility that you struggle to see these themes in a positive light. It might be that you have received negative feedback in the past for using these themes and you have shut it down or tried to suppress it. The way to dissolve the guilt around this theme is to celebrate and acknowledge the beauty in your talents and use it in a well-managed way.

Not everyone has a **Spiritual Theme**. If you do, you'll use this theme most in your spiritual journey. It will be very active in your faith life. No matter what religion or faith you belong to, you might identify with the spiritual world most through a specific one of your Top 5 talent themes.

## Revision: The Difference between Talents and Strengths

We've identified your Top 5 Talent Themes. We don't know if they're Strengths yet. We're on this journey to develop and nurture them. First, we build awareness of where they show up for you.

### Definition of a Talent:

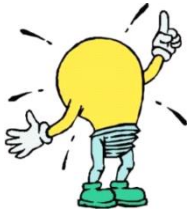
A recurring pattern of thinking, feeling and behaving that can be productively applied.

### Definition of a Strength:

An activity in which you can produce consistent, near-perfect performance. We need **knowledge**, **skill** and **talent** in a particular thing for it to become our strength.

Activities that energize us, strengthen us. Activities that drain us, weaken us. Our Talents have the potential to become our Strengths.

#### Five clues to Talent:



1. Yearning
2. Rapid learning
3. Flow
4. Glimpses of excellence (it comes naturally)
5. Satisfaction

We want to gain awareness of our talents because....



*If you know it, you can grow it.*

*If you understand it, you can command it.*

*If you know when you need your strengths, you can feed your strengths.*



### Daily Talent Awareness Exercise:

This week, become super-aware of your talents. For the next week, at the end of each day, write at least 1 example where you were able to use one (or more) of your Top 5 Talents.

On the next page is a table that you can use to fill in how you're becoming aware of your Talents. You can print out more than one if you run out. The more aware you become of how your Talents are already showing up, the more you can develop them.

### I'm currently using my Top 5 Talents like this:

It can be in thinking, feeling and behaving. Look at the cards and report I sent you for clues.

Day ...	Talent	How I applied it and Aha's I had



## **My Natural Super Powers Exercise**

Reflect on each sentence starter and complete them. Do it from your gut. Can you see your Talents at work?

**A time when I was at my best was...**

**The best thing about me is...**

**What I enjoy doing the most is...**

**The best time in my life was...**

**I enjoy learning about...**

**The best job or project I've ever had was...**

**Why it was the best...**

## Your Strengths Experience So Far

*To be completed online, you can do your prep here and then copy and paste. I'll send the link.*

The Clifton StrengthsFinder is comprised of 34 themes. These themes emerged in Gallup's study of successful people over decades of research. **Each theme contains several talents.** These talents are natural, recurring patterns of thoughts, feelings, or behaviours. The talents found in your Signature Themes are things you do naturally — like breathing. You actually do them without even trying.

Carefully read through the descriptions for each of your 5 Signature Themes from your report. Please underline or highlight each term, phrase, and the words and/or sentences that best describe you. Then, answer the following questions:

**Which of the Signature Themes do you feel fit you the best? Why?**

**Which of your 5 Signature Themes holds the talents you use most frequently?**

**How did taking the assessment and the subsequent coaching give you a better understanding of yourself and what makes you unique?**

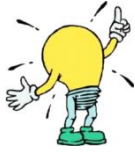
**How did it help you to understand why you approach or respond to situations the way you do?**

**How does it boost your confidence knowing that you have strengths that can be shared with others (your unique perspective)?**

**What is your biggest learning from knowing your Signature Strengths?**



## Talent Management



*A well-managed talent becomes a strength.  
A miss-managed talent becomes a detriment.*

Talent	Be aware of this possible miss-management:	I fall in this trap NEVER/SOMETIMES/OFTEN

Talent	When I manage my Talents well, I do this:	I'm a (0-10) on this one: