

Lesson 2: Identifying Strengths

Identifying our strengths and the strengths of others takes practice and intentionality.

REFLECT ON LEARNING: Think about all the things you learned in today's lesson about identifying strengths (reflection& assessment, popular tools, and addressing weaknesses.) What most stood out to you and why?

Identifying Strengths:

This lesson discussed how it is sometimes more important to ask questions than to have answers. What is one question you can ask of your colleagues/employees and yourself this week that would help your organization become more strengths-focused? Feel free to use one that we covered in today's lesson, or come up with one of your own. Ask the question and try focusing on just listening to the response without waiting to reply. Write down the question you asked and your experience of, as well as the content of the response. *(Examples: How do others describe what you do well? What have you been praised for at work? When do you feel energized? Was there a time recently when you were so engaged in what you were doing that the hours seemed to fly by? What skills have helped you survive? What makes you feel strong? What exasperates you about others? What made you different, even an oddball, as a child? What compliments do you shrug off? What's your best experience so far? What was good about XYZ? What are the 3 best things about...? When you explore your boldest hopes and highest aspirations, what is it that you ultimately want? When have you been at your best – what did it look like and how did it happen? What do you/we do better than others? How can we continue learning from this experience to create more future successes?)*

Your employees/colleagues:

Yourself:

**Thank you for completing this worksheet.
You are now ready to move on to Lesson Three!**