

Lesson 3: Leveraging Individuals' Strengths

Engaging and leveraging individuals' strengths is an ongoing process that leads to enhanced employee wellbeing and performance. Use this worksheet to help you continue learning and practicing this process.

REFLECT ON LEARNING: Think about all the things you learned in today's lesson about leveraging individuals' strengths (why engaging strengths matters, how to do it, and what about managing weaknesses??). What most stood out to you and why?

PRACTICE: Strengths-Based Goal Setting

Choose one goal you've set for yourself or that you would like to set for yourself at work. (Remember: SMART)

Which talent/strength would you like to engage in working toward successful completion of this goal?

What action steps will you take – with a focusing on engaging your identified strength – to work toward achievement of the goal?

How will you measure your successful progress toward and achievement of your goal?

FIELDWORK:

Identify one employee or colleague with whom you'd like to have a strengths-based conversation about their job. Write down a strengths-focused question or two you'd like to ask. Once you've had the conversation, write down what you learned about them, how you felt, and your assessment of how you think they felt.

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