

Leading Self - Developing Your Strengths | Quick Guide



Why

- Gallup research has proven that the best opportunity for people to grow and develop — and net the greatest return on investment - is to find ways to develop and use their talents and strengths every day.
- Strengths are our greatest resources of energy and passion. Developing our strengths can enhance our courage, resourcefulness and resiliency, especially during times of change.

What

- ❖ Identify your strengths and ways to develop them within your role.

How

Identify strengths

- Consider past feedback from your stakeholders (peers, managers, customers, direct reports)
- Ask yourself:
 - What do you do well at work?
 - What makes you proud of yourself?
 - What makes you unique? What can you be best at in your role?
 - What do you enjoy doing the most?
- Look for the common strengths from the feedback received and your perspective

Link strengths to your role

- Ask yourself:
- How have you developed these strengths over time?
 - Why do you enjoy doing some tasks and activities more than others?
 - How would developing these strengths further help you work more effectively in your role?
 - How would developing these strengths further contribute more to your team's success?
 - What are ideas to utilize these strengths further in your role?

Put them into action

- Prepare to discuss your strengths to be developed with your manager during your goal setting/alignment session
- Put your strengths to be developed in your Development Goal Plan
- Adjust your learning plan to further strengthen these strengths

Leading Self - Developing Your Strengths | Resources and Readings



Enjoyment Performance Theory

- The Enjoyment Performance Theory tells us that we tend to do things that bring us enjoyment and avoid things that bring us displeasure. The enjoyment of a particular type of activity produces the tendency to do that type of activity more often.
- In other words, when we enjoy and do an activity more often, we tend to get better at it. Our improved performance in turn reinforces our enjoyment of that activity. Conversely, if we dislike a particular activity, we tend to do it less often. When we do that activity less often we tend not to get better at it and our lesser performance reinforces our dislike of that activity.
- Therefore, performance and enjoyment are linked since the level of enjoyment of an activity generates the quality of performance related to that activity and vice versa. *Harrison Assessments Int'l*

Appreciative Inquiry (AI)

- AI is a strengths-based approach to looking at opportunities within people, teams and organizations.
- Consider your strengths and those of your team from an Appreciative Inquiry perspective.
- Click below for more information:
 - <https://appreciativeinquiry.champlain.edu/learn/appreciative-inquiry-introduction/>
 - <https://www.youtube.com/watch?v=QzW22wwh1J4>

Identify and Develop Strengths

Below are resources regarding the identification and development of strengths from Marcus Buckingham, a British author, motivational speaker and business consultant

- <https://www.marcusbuckingham.com/rwtb/the-one-thing-you-need-to-know-develop-strengths/>
- <https://www.youtube.com/watch?v=czsEJGJnPAY>

Leadership Strengths

Leadership strengths are the traits and qualities that serve leaders well, helping them to more effectively lead, manage, and motivate their followers. The following article provides additional information on leadership qualities.

<https://positivepsychology.com/leadership-strengths/>