

Strengths Theory - Focus on Strengths not Weaknesses

Many thought leaders in the realm of personal development now subscribe to a theory referred to as “strengths theory” - which simply states that you will be much more successful in your life if you focus on further developing your existing strengths, as opposed to focusing on improving your areas of weakness.

Now, this doesn't mean that you should not be aware of your weaknesses - you should be. What it means is that as long as you (and everyone else in your group / chapter) focus on using your strengths to the best of your ability, the strengths of your other team members will make up for your areas of weakness and vice versa.

One of the best leadership assessment tools that you can pursue is “StrengthsFinder 2.0” by the Gallup Organization (<http://www.strengthsfinder.com>), which will take you about 1.5 hours to complete. You will receive a detailed report of your Top 5 Strengths, ideas for implementation, and an action plan to put your strengths to use.

Questions to Get You Started:

Another option is to simply do some self-reflection. Answer the question, “*What are the things that I am naturally good at, regardless of the situation? What are the things that I do which bring me a sense that I am contributing strongly to my chapter?*”

Another option is to involve your friends and/or family members to help you recognize what your strengths are. You could send out an email that reads:

“Greetings! As you may know, I am making a conscious effort to improve in several key areas in my life, and as a part of the process, I've been advised to seek out feedback from those who know me well regarding my natural strengths. Would you take a minute or two to respond to this message with a list of what you think my natural strengths are? I will use your feedback to help me determine my plan of action in my personal development in the near future. Thank you in advance for your time and consideration.”

Next Actions:

- ✓ Do any or all of the exercises above, or the one on the following page.
- ✓ Just make sure to determine or declare what your strengths are, as we will use those later in the personal development plan.

Identifying Strengths: TASKS

In the book, *The Speed of Trust* by Stephen M. R. Covey, he outlines a process for thinking about what your strengths are. Use this worksheet to stimulate your thinking.

Talents - (natural gifts & strengths)

Attitudes (our paradigms or perspectives or beliefs; our ways of seeing & being)

Skills (our proficiencies, the things we can do well)

Knowledge (our learning, insight, understanding & awareness)

Style (our unique approach & personality)