

### 1 Using a strength ***energizes*** you:

When you're working in a strength it *energizes* you. There's something intrinsically rewarding about it for you. It charges your battery when you are doing it, and you look forward to working at it again.

This is a critical distinction when it comes to the difference between a true *strength* and a *capability*. A capability is something I may be good at, but it doesn't energize me, and I'm not eager to invest further in this ability.

*"I studied organic chemistry in college. This was the weed-out class for Pre-Med and I was determined to get an A. I busted my butt and worked really hard. I was capable, and I succeeded in getting an A! However, it drained my battery and I did not enjoy the work. I was capable in the subject, but it was not a true strength."*

### 2 A true strength is ***inherent***:

There's some thing *familiar* about a strength. You can look back and see how it's been part of you, perhaps even from an early age in some way. It's not just something you picked up along the way or something you're "imitating" - it's part of who you are - from the inside out.

*"I needed to learn the basic skills of public speaking for my job. I worked hard now I'm quite good at it. But when I consider it, I realize it's really not "inherent" in me. It's a learned skill - not something that comes from inside."*

### 3 A true strength is something you ***enjoy learning more about***:

There is something inherently interesting about a true strength. Yes, it's hard work to dive in and master it - but it's work that you find interesting and rewarding. If you're finding it laborious to learn more about something, that's a red flag that it may not be an inherent strength.

*"In college I was pursuing Pre-Med. A surgeon handed me the Journal of American Medicine and said, "Read it and let's talk about it." I was stunned — I simply found no interest in anything in that journal! He wisely pointed out, "This is the substance of medicine. If you don't find this interesting you might be headed in the wrong direction." Turns out I love learning about people and how we work at the psychological level - not the biochemical level!"*

## Activity 5: Identify Your Strengths



Below is a link to a variety of resources to help you identify your Strengths.

### LISTS OF STRENGTHS

Read through these and consider which strengths resonate for you. You may want to take an assessment, and solicit feedback from others who know you well.

**Remember, just because you're "good at" something doesn't mean it's a Strength.**

A true strength is something that energizes you when you do it and when you work on it – you gain energy – it doesn't "drain" you. Also, sometimes we don't even realize we have a certain strength because it comes so naturally.

### Strengths:

- |          |           |
|----------|-----------|
| 1. _____ | 6. _____  |
| 2. _____ | 7. _____  |
| 3. _____ | 8. _____  |
| 4. _____ | 9. _____  |
| 5. _____ | 10. _____ |