

Strengths Based Approaches in Career Coaching

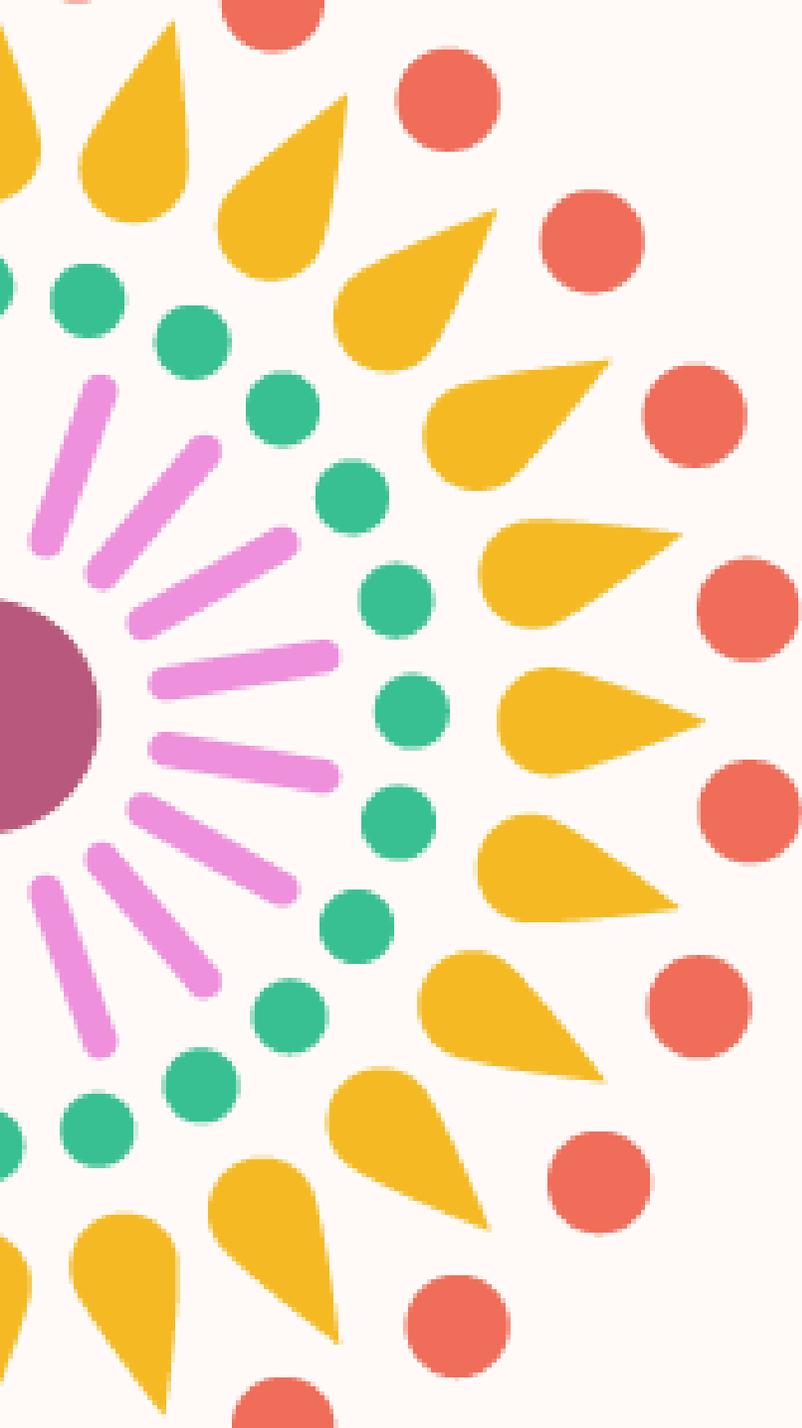
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Say hello in the chat box, introduce yourself and let us know where you are joining from and some of your favourite activities



Today's session

1

Develop a clear understanding of what strengths are

2

Discovering your own strengths and building skills to identify strengths in others

3

Apply strengths-based approaches in career coaching

What are Strengths?

What are Strengths?

*“A strength is a **pre-existing capacity** for a particular way of behaving, thinking, or feeling that is **authentic and energising** and enables **optimal development and performance**” (Linley, 2008)*

Comes naturally
to us

We enjoy using
our strengths

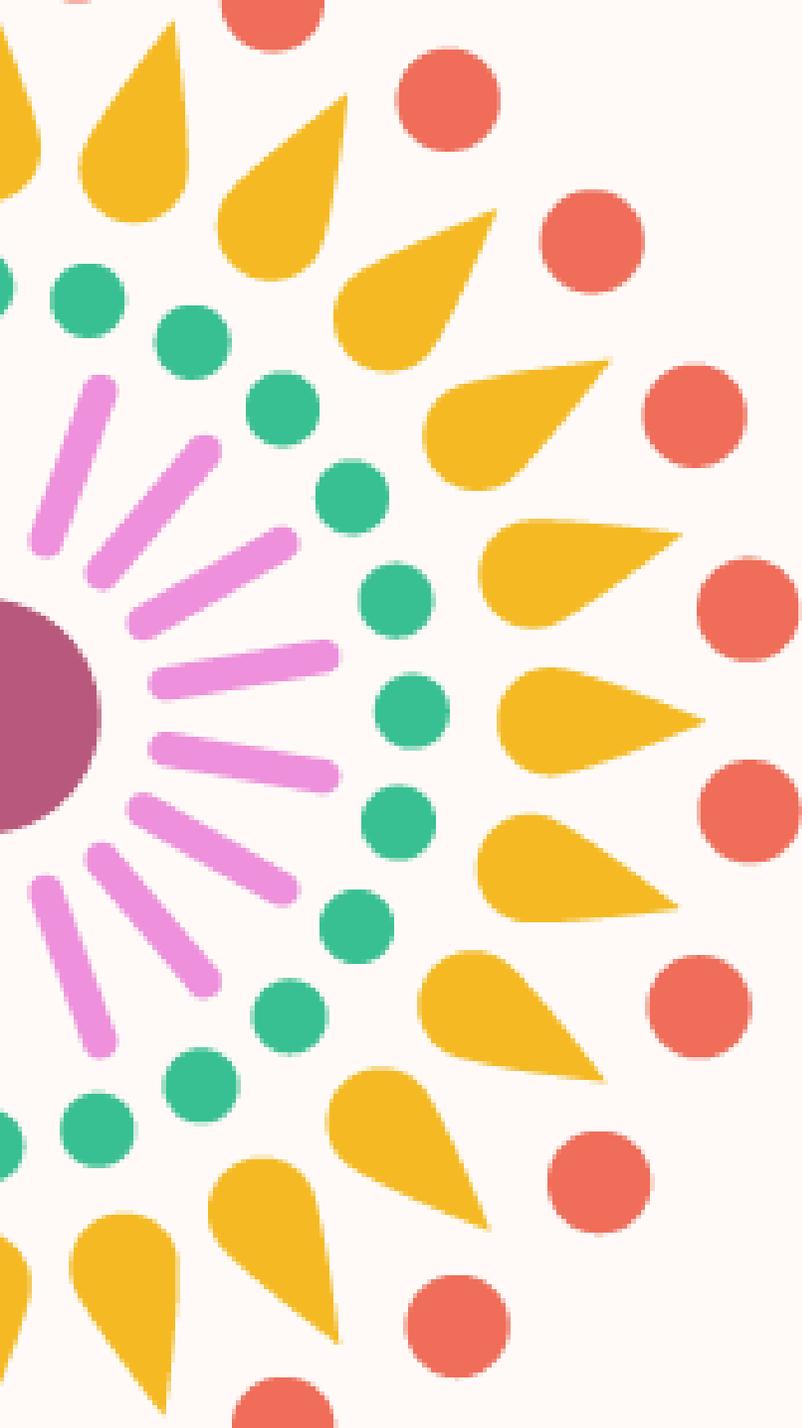
We excel and
thrive when
using strengths

Strengths are
unique qualities

What is the difference between strengths and skills?

What are the benefits of strengths?





Discovering Strengths & Strengths Spotting

Strengths Spotting activity

- Two-thirds of people are unaware of their strengths (Linley 2008).
- Linley (2008, p74-75) describes the ability to notice strengths in others as strength spotting

How do we know when people are using or talking about their strengths? What will we see, notice and hear?

Action	Energetic	Passionate
Adaptable	Engaging	Patient
Adventure	Fair	Perseverance
Analytical	Flexible	Perspective
Appreciative	Focused	Persuasion
Approachable	Forgiving	Planning
Attentive	Generous	Playful
Authentic	Gratitude	Practical
Brave	Guiding	Principled
Beauty and Excellence	Harmony	Resilient
Calm	Honest	Responsible
Caring	Humour	Rigorous
Communication	Independent	Sincere
Conscientious	Insightful	Solution oriented
Considered	Kind	Spontaneous
Co-operative	Leadership	Strategic
Creative	Love of learning	Supportive
Curious	Listening	Teamwork
Decisive	Love	Thoughtful
Dependable	Modest	Time optimisation
Detailed	Open-minded	Understanding
Determined	Optimistic	Warm
Empathic	Organised	Wise

Interview questions:

If you had a bonus day – what would you be doing?

What sort of everyday things do you enjoy doing?

What makes for a really good day for you?

What would you like to do more of in the future?

What activities energise you?

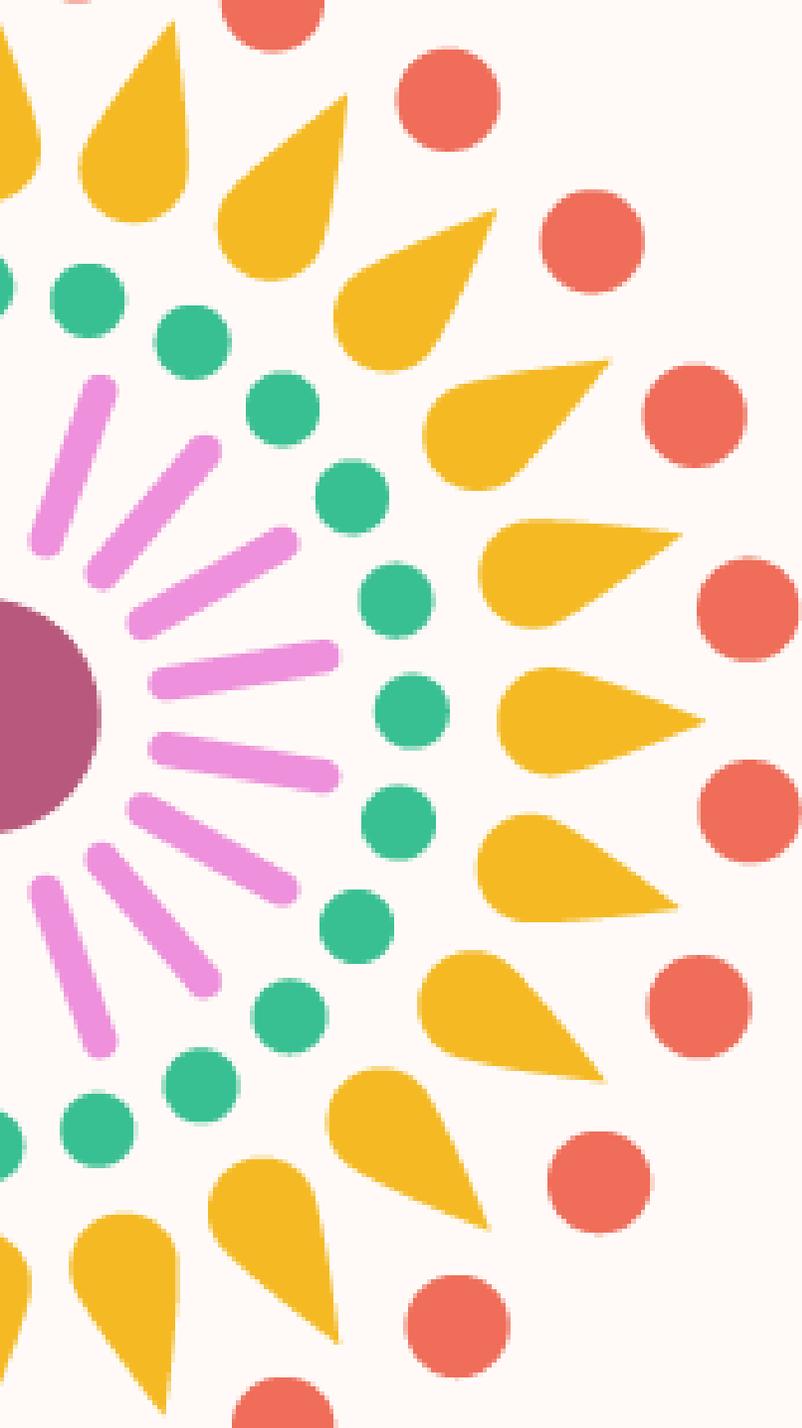
Tell me about a time you have been at your best?

Tell me about one of your proudest moments?

Strengths Spotting activity

- 1x coach, 1x coachee, 1x observers
- 4-5mins: Coach asks a selection of questions to the coachee, while observers note down all strengths you notice
- 1-2mins: Observers feedback strengths
- Swap roles

Total time: 20minutes

A large, colorful graphic on the left side of the slide. It consists of a central dark purple circle with several pinkish-purple lines radiating outwards. Surrounding this are various shapes: yellow teardrop shapes, green circles, and red circles, all arranged in a pattern that suggests a sunburst or a cluster of energy.

Applying Strengths in Career Coaching

“To be nobody but yourself in a world
which is doing its best to make you
everybody else means to fight the
hardest battle ever”

(E.E Cummings)

Do we dare to be ourselves?

- Being your (best) self
 - More
 - With skill

(Goffee & Jones, 2006)

Best Self Activity

The Best Self Activity

Select at least 6 people (or as many as you like) who know you well, eg. spouse/partner, family, good friends and work colleagues – direct reports, clients, peers, line managers, supervisors. Send them the following questionnaire, stressing you want honest opinions and not to worry about offending you. I recommend copying and pasting the below into an email (see example below)

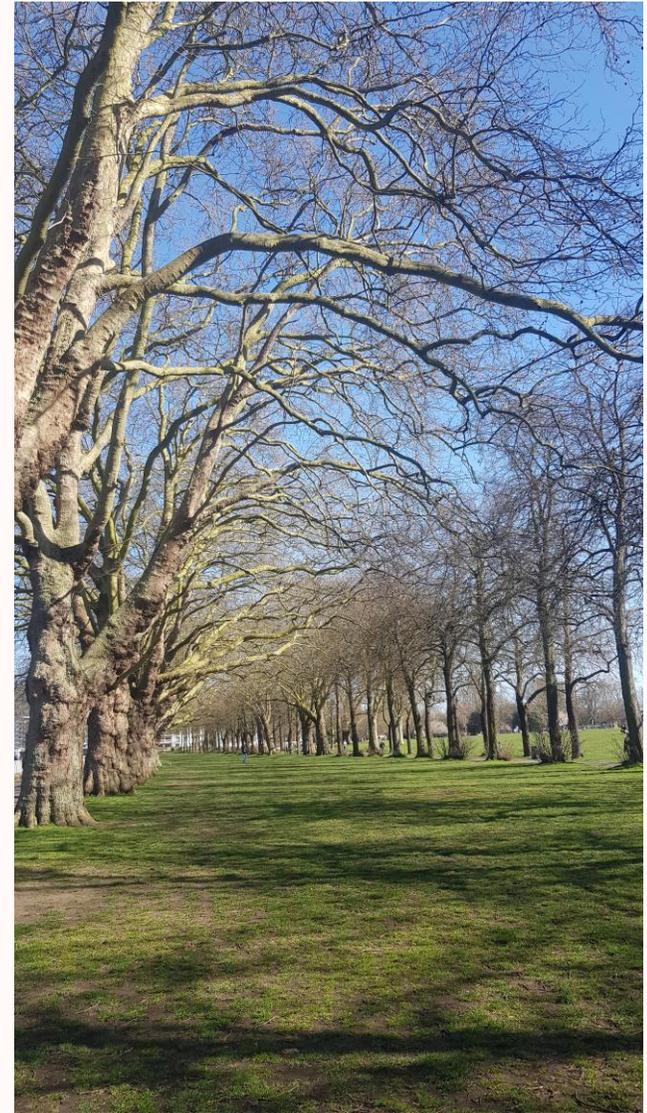
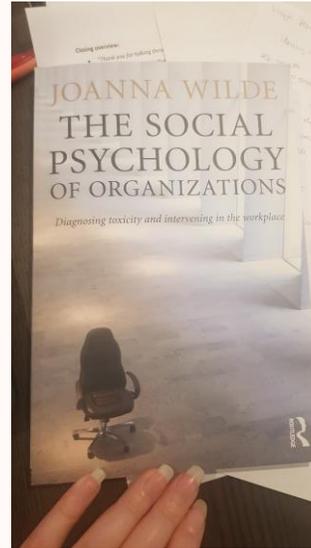
- 1) What do you see as my strengths, qualities and characteristics that you like and admire?
- 2) What do I do well (inside and outside of work)?
- 3) What 5 words would you use to describe me at my best?
- 4) Describe two circumstances when you have seen me make a significant difference (business or personal). What skills did I use?
- 5) Any other comments/advice

Questions to support you to reflect on the feedback you receive:

- What key positive traits are consistently picked out?
- Do the answers mirror any strengths I have identified in myself?
- How does it feel to see what others value in me?
- Are there any surprises?
- Are there strengths or positive traits I have that I would like to make more visible to certain people/in certain contexts?
- How might this feedback support me in building my confidence as a leader?
- How can my strengths support me in having greater influence and impact as a leader?

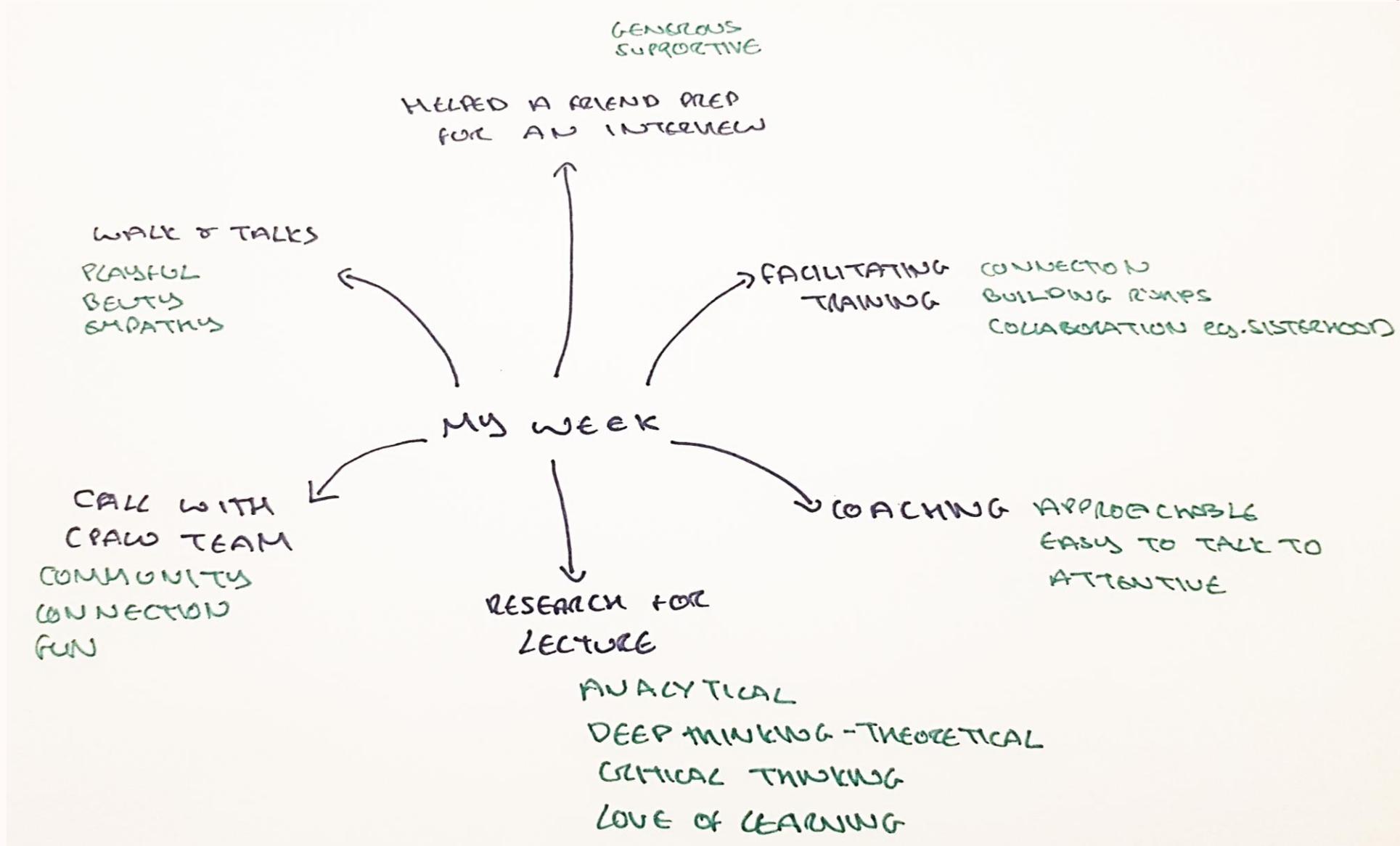
Energy journal

- When you felt energised
- What were you doing?
- What strengths were you using?



Identifying Transferable Strengths

- **Where will my strengths thrive?**
 - In what environments are these strengths amplified?
 - What roles require these patterns of strengths?
 - What problems do you love solving?
 - What kind of team benefits from your natural style?



What are some of the activities you engage in?

How might you bring your strengths to these activities?

What do these activities tell you about your strengths?

What next?

How might you bring strengths
into your current coaching
conversations?

Thank You!

Any Questions?

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