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Strengths Profile Coaching Questions

To accompany the 'Harnessing Your Strengths' video.

Read through your full Strengths Profile report including the Strengths Definitions at the back.

What are your first impressions of your results?

Any surprises?

What made you smile?

Review your **realised strengths** - these are your strengths that you use and enjoy – you perform well, you are energised by them and you are using them regularly.

The advice for these is to **use them wisely**.

Which of these do you want to be known for and why?

Which are you most energised by?

Are there any of these you need to be careful you don't over play? What are the risks?

Review your **learned behaviours** - these are things you have learned to do, and perform well in, but you may find them draining.

The advice for these is to **use them when needed**

Which of these do you find the most de-energising?

How can you ensure you only use these when you need to?

How reliant are you on your learned behaviours for your current role?

Review your **weaknesses** - these are the things you find hard and don't enjoy, so you perform poorly, and you are likely to be drained by them.

The advice for these is to **use them less and find coping strategies**

Are there any of these that could be a risk for you? Why?

Have you had feedback on any of these weaknesses?

How could you use your strengths to compensate any of your weaknesses?

Review your **unrealised strengths** - these are also strengths that you perform well in and are energised by, but you aren't using them so much. Maybe because you aren't currently getting the opportunity, or because you didn't even think of it.

The advice for these is to **use them more** – you can choose to dial them up, you will be good at them and they will energise you.

Are there any of these that you would like to use more?

Which unrealised strength could help you with a current challenge?

What activities would give you the opportunity to use one of these more?

Action Plan – please ensure you complete this section!

What are you going to do next?