



# Leveraging Strengths: *Performing a Strengths Analysis*

Leadership Essentials Course

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## Previous Assignment

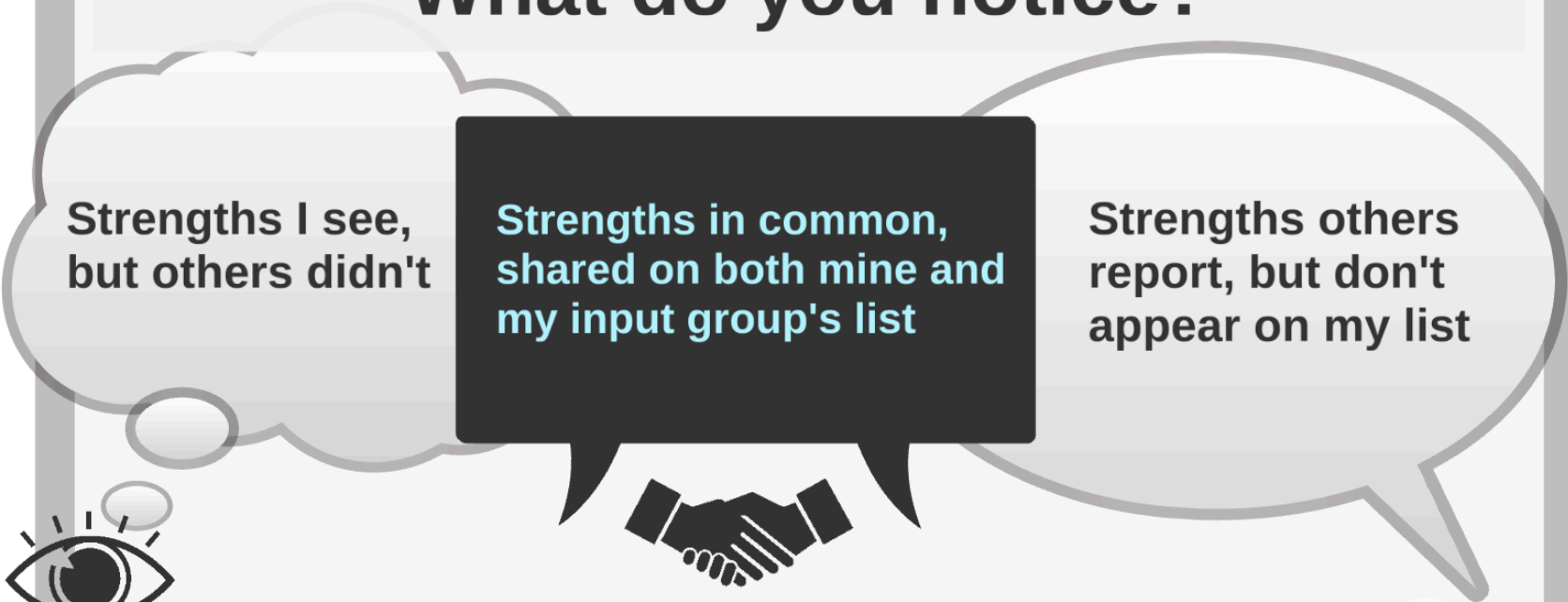
- List your top strengths.
- Ask trusted others—friends, colleagues, and family—to share their perceptions of your strengths.

Now, let's look at how these compare.



# Scan your list.

## What do you notice?



*Why might strengths occur on one list, but not another? What else can be learned?*



## Transfer your list

- Transfer your strengths onto the following sheets by category:
  - *Strengths on my list*
  - *Strengths in common*
  - *Strengths seen by others*



5.



### Strengths from my list

Who?

How?



LOVE? Money?

1.

2.

3.

4.

5.





### Strengths in common

Who?

How?

LOVE?

Money?

1.

2.

3.

4.

5.

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LOVE? Money?



# Strengths seen

by others

Who?

How?

LOVE?

Money?

1.

2.

3.

4.

5.





# Analysis and Reflection

Work through the strengths analysis, asking yourself, "When I employ [specific strength], ...

- *Who benefits? The answer can be an identified individual (Mary), a category (my students, my colleagues), or an organization. You might have more than one beneficiary.*
- *How does each person / group / organization benefit?*
- *Do I love doing this? Is performing the strength meaningful to me?*
- *Am I (or can I be) earning money for this strength?*



Reflect on the answers, and consider how often you are able to link what you love to how you make your living.