

STRENGTHS - PROFILE

CDT

Career Development Toolkit

Enable people to be their Best SELF by helping them to recognise and develop their strengths and tell their story to support their future career

- ✔ STRENGTHS APPROACH
- ✔ CAREER CONVERSATIONS
- ✔ STRENGTHS CARD EXERCISES

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#beyourbestself



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How strengths can benefit your career

When people play to their strengths they are rewarded with being:

- ✓ Happier
- ✓ More confident
- ✓ Higher levels of self-esteem
- ✓ Higher levels of energy and vitality
- ✓ Less stressed
- ✓ More resilient
- ✓ More likely to achieve their goals
- ✓ Able to perform better at work
- ✓ More engaged at work
- ✓ More effective at developing and growing

“
43% of employers now use strengths-based recruitment processes in some way
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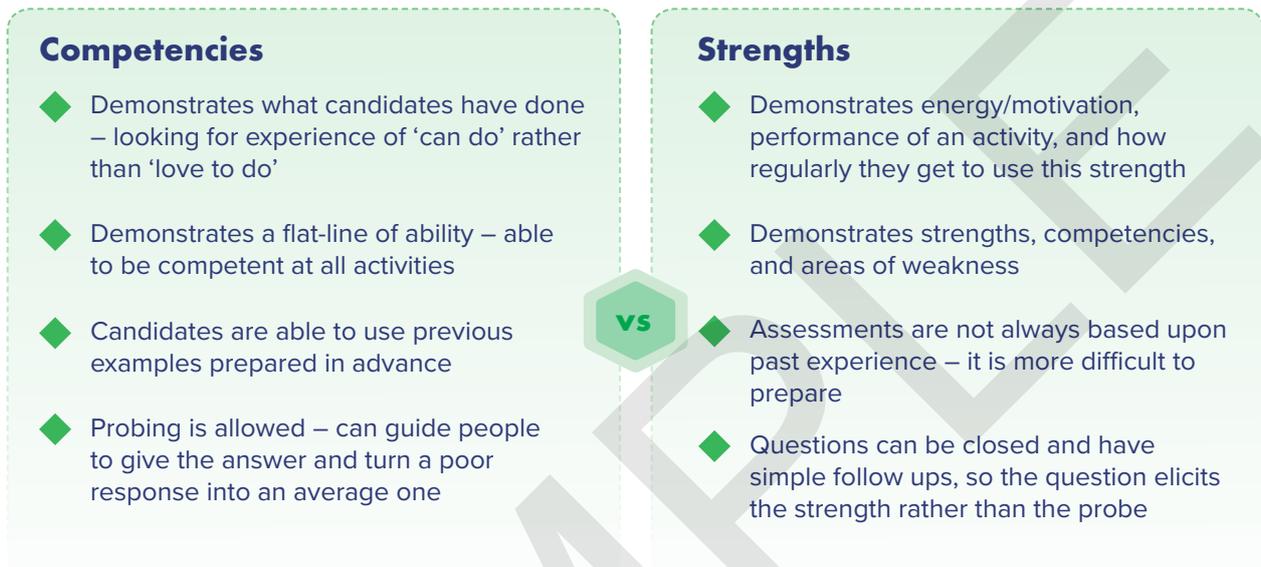
Why businesses use strengths

Recruiting and developing strengths benefits the organisation in the following ways:

- ◆ It improves relationships, communication and teamwork
- ◆ People who use their strengths every day are **six times** more likely to be engaged in their work, meaning they get more satisfaction and feel more committed
- ◆ When leadership fails to focus on individual strengths, the odds of an employee being engaged are 9%, but when they focus on strengths it rises to **73%**
- ◆ Engaged employees use their strengths at work around **70%** of the time – that’s 6½ hours a day!
- ◆ When performance conversations with managers focus on weaknesses, performance can decrease by 26%, but when individuals speak about their strengths it increases by **36%**
- ◆ People who use their strengths are **38%** more likely to be productive

Strengths assessments measure your natural engagement and motivation, which are just as important as capability when it comes to creating the best fit between you and the role you have applied for

Organisations use Strengths-based assessments to find out what their candidates love to do, do well and might be good at in the future – they are focused on finding the right people for the right role! Here's a few differences between the strengths and competency approaches:



Situational Strengths Assessments

These are an immersive experience where candidates are asked to judge their typical reactions, feelings or behaviours against a set of realistic scenario-based questions. The scenarios are designed to give candidates an authentic preview into the activities they may complete both now and in the future whilst working at the organisation. As candidates progress through the assessment, their responses are mapped against the strengths required for the organisation and job role.

Strengths-based Interviews

A Strengths-based Interview is all about understanding a candidate's capability and energy in a fast-paced and less ambiguous manner. It's designed to encourage authentic expression from the candidate and gives a better differentiation between low, average, and high responses.

Strengths-based Assessment Centres

Assessment Centres usually happen further into a selection process. On the day, candidates complete ‘mix and match’ exercises that are usually fast-paced and are designed to assess what they are good at and enjoy. This could be in a group, presentation or written context. Candidates receive a full briefing beforehand, so there are no surprises!



Career Conversations



Self-awareness

- ✓ Exploring Strengths
- ✓ Career Anchors
- ✓ Strengthspotting Diary



Your Career

- ✓ Strengths Career Preparation
- ✓ Strengthening a Year Out
- ✓ Strengthening your CV
- ✓ Owing your Career
- ✓ Strengthening your Interview



Confidence

- ✓ Networking for Success
- ✓ Strengthening your Self-talk
- ✓ Improve Resilience



Learn the activities you love to do and those you would rather avoid to help you understand where to focus future career development

 Name:

Take note of your daily activities. What strengths were you using during the activity?

Activity	Realised strengths used	How I used it	How it benefited me
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			

Which type of activity encourages you to utilise more of your **strengths**?

Which was your favourite activity?

Which type of activity encourages you to draw more on your **learned behaviours** or **weaknesses**?

What small thing could make the biggest difference to gain more energy?



Use the language of strengths in your personal statement and in interviews by sharing your passions in an authentic way

 Name:

Example Strengths	Example Strengths Statement
<p>Realised strengths Personal Responsibility, Catalyst, Connector, Improver, Strategic Awareness, etc...</p>	<p>Resilient, confident and courageous person who is passionate about opportunities to add future value to a company. Proven ability to be self-motivated and inspire peers. Loves to work collaboratively and use strong judgement to drive growth and improve outcomes. Hold myself accountable to be a role model and highly effective leader.</p>

My Strengths Statement



Your Realised Strengths:

★★★★





Challenges to overcome

1. Which of your **learned behaviours** or **weaknesses** impact your ability to be resilient? How so?

2. How could you use these less in your career preparation?

3. Which strengths could help you overcome these **learned behaviours** or **weaknesses**?

4. Who could help you overcome any challenges to your resilience?

Taking action

1. How might your **unrealised strengths** support your future resilience?

2. What would it take for you to use these more?

3. What action will you take in order to become more career resilient?

“Strengths use naturally builds resilience as we perform better and get to do what we love



Addressing negative self-talk will enable you to apply for careers you might not have done before and give you confidence on the day

What does your critical self-doubt say about you?	
Think of a time you have noticed your inner critic...	
Who might have said this to you before?	

Using you inner mentor and strengths to overcome your critic

	Realised strengths	Unrealised strengths
Which strengths will help you to overcome your self-doubt?		
How will you do this?		
Which strengths will help you dial down any negative self-talk?		
Which strengths have helped you before when facing any doubt? How?		
How can you develop any strengths further to challenge any self-doubt you feel?		
Which strengths do you overplay that contribute to your critic?		



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