

STRENGTHS · PROFILE

# Strengths Profile

In-Person Accreditation

Overview



# In-Person Accreditation Programme

## The Modules

### What's Included:

**E** Your Full-60 Profile  
Your unique profile across 60 strengths

REALIZED STRENGTHS	UNREALIZED STRENGTHS	LEARNED BEHAVIORS	WEAKNESSES
1. Mission	17. Learn to Fly	23. Work Ethic	
2. Honor	18. Ideal	24. Self-Start	
3. Persistence	19. Self-Reliance	25. Compassion	
4. Authority	20. Planner	26. Explorer	
5. Courageous	21. Service	27. Handy	
6. Resilience	22. Enable	28. Equality	
7. Personal Responsibility	23. Legacy	29. Unconformity	
8. Backstab	24. Strategic Awareness	30. Connector	
9. True Optimizer	25. Advocate	31. Change Agent	
10. Judgment	26. Pride	32. Competitive	
11. Drive	27. Optimizer	33. Passion	
12. Moral Compass	28. Courage	34. Growth	
13. Relationship Deepener	29. Control	35. Adherence	
14. Empathic	30. Persuasion	36. Clarity	
15. Action	31. Feedback	37. Network	
16. Emotional Awareness	32. Support/Builder	38. Chalky	
17. Creativity	33. Self-awareness	39. Listener	
18. Improver	34. Teacher	40. Planner	
19. Innovator	35. Adaptable	41. Distracted	
20. Organizer	36. Wise	42. Perseverance	

**Strengths Book**

**Strengths Cards**

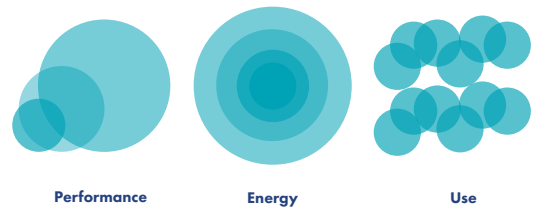
- Drive**: Pushing yourself to achieve want out of life. Motivating.
- Action**: Acting immediately and decisively, learning as you go. Motivating.

**3 Expert Profiles**

## Module 1

### Introducing Strengths

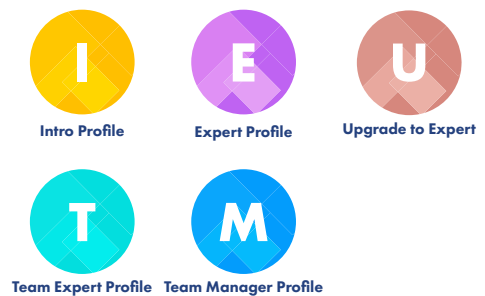
- The Benefits and Applications of Strengths
- Your Strengths Profile Reflections



## Module 2

### Exploring Strengths Profile

- Background and Profiles
- Validity and Comparison
- Cultural Differences



## Module 3

### Coaching with Strengths Profile

- Using the Model to Drive Action through each Quadrant
- Strengths Families and Expert Profiles
- Career Guide Conversations



Career Guide

<b>REALIZED STRENGTHS</b> Strengths you use and enjoy Perform well    Energizing    Higher use Use wisely	<b>UNREALIZED STRENGTHS</b> Strengths you don't use as often Perform well    Energizing    Lower use Use more
<b>LEARNED BEHAVIORS</b> Things you've learned to do but may not enjoy Perform well    De-energizing    Variable use Use when needed	<b>WEAKNESSES</b> Things you find hard and don't enjoy Perform poorly    De-energizing    Variable use Use less

Strengths Model

# The Modules

## Module 4

### Best Practice

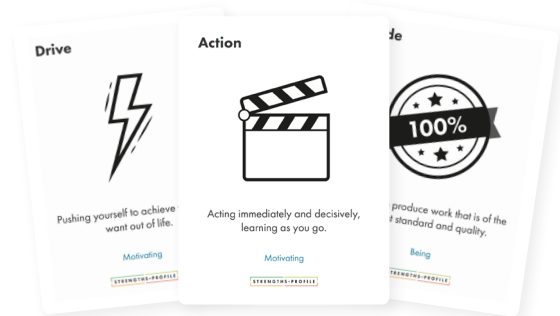
- Set-up Considerations
- Understanding Different Profiles



## Module 5

### Debrief Demonstration

- Strengths Profile Debrief Demonstration



## Module 6

### Goal Coaching

- Using the SP Model to Achieve Goals



### Day Two

## Module 7

### Strengths Dynamics

- How Strengths Work Dynamically

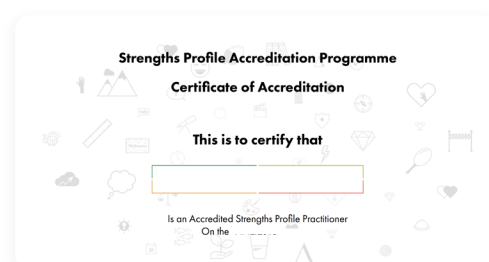
REALIZED STRENGTHS Strengths you use and enjoy	UNREALIZED STRENGTHS Strengths you don't use as often
Perform well   Energizing   Higher use	Perform well   Energizing   Lower use
Use wisely	Use more
<ol style="list-style-type: none"> <li>Pride</li> <li>Persistence</li> <li>Innovation</li> <li>Drive</li> <li>Creativity</li> <li>Relationship Deepener</li> <li>Improver</li> </ol>	<ol style="list-style-type: none"> <li>Competitive</li> <li>Organizer</li> <li>Humor</li> <li>Mission</li> <li>Change Agent</li> <li>Legacy</li> <li>Time Optimizer</li> </ol>
LEARNED BEHAVIORS Things you've learned to do but may not enjoy	WEAKNESSES Things you find hard and don't enjoy
Perform well   De-energizing   Variable use	Perform poorly   De-energizing   Variable use
Use when needed	Use less
<ol style="list-style-type: none"> <li>Counterpoint</li> <li>Incubator</li> <li>Detail</li> <li>Humility</li> </ol>	<ol style="list-style-type: none"> <li> Rapport Builder</li> <li> Connector</li> <li> Unconditionality</li> </ol>

### Day Two

## Module 8

### Accreditation

- Perform a Debrief and Receive Feedback
- Receive a Strengths Profile Debrief



# STRENGTHS · PROFILE

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