

UNLEASH
YOUR
AWESOME

WORKBOOK

Daria Williamson

Thank you!

Thanks for downloading your copy of the Unleash Your Awesome Workbook. Use this to record your insights and strategies as you work through the exercises in 'Unleash Your Awesome'.

I'd love to hear what you learn about yourself, and the changes you notice as you follow the strengths-based approach in your life and work.

Email me on enquiries@strengthsdeck.com or get in touch on [LinkedIn](#) [Facebook](#), or [Instagram](#)

Yours in strengths

Daria

Imagine waking up each morning
ready to spend the day doing things that
energise you, engage you in superior
levels of performance, where your efforts
gain faster progress, move you towards
your goals while you have fun in the
process!

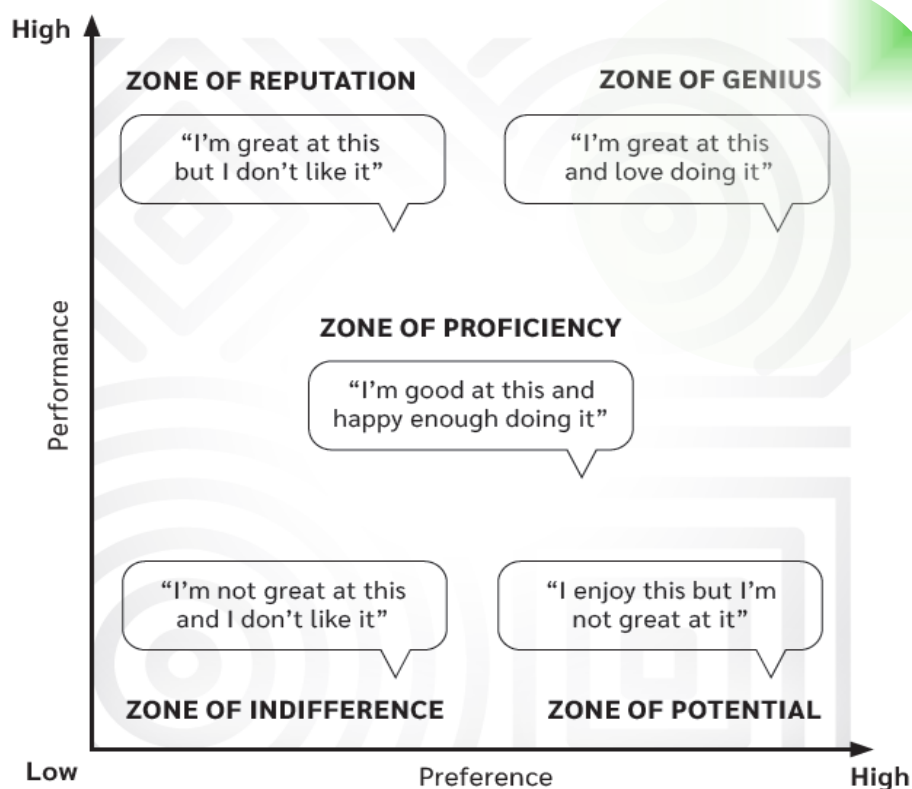


a *Genius* strength

When I ask someone about *something you're great at, that lights you up when you do it*, I see them smile, lift their heads, and nod enthusiastically as they think of what these things are for them.

What is this for you?

The idea of doing more of these things gives will give you a sense of energy, even excitement. Your You may even be surprised to realise that you are allowed to do these things and get paid for them!



You can better recognise and understand your strengths when you take on a strengths focus in your life. Your strengths are a part of you – you have always had them! With a strengths focus and a few handy tools ☺ you can begin to sort through the ways of working, thinking and doing things that truly suit you and bring out your most unique qualities and capabilities.

Do you tend to focus more on what you're not good at?

Are you ready to start seeing yourself and your unique and dynamic strengths?

You can approach your life, your daily activities, your relationships and your challenges from a position of strength. You already have everything you need to neutralise or overcome your weaknesses so that you can let your strengths shine, and create more energy, engagement, and achievement than you ever thought possible.

Do you see your unique strengths?

Do you feel them inside you, but need more confidence or the expression to unleash them?

Where in your life do you want to create more energy, engagement and achievement?



The Strengths Deck Approach

The Strengths Deck Approach is built around the matrix, a simple graph with:

- 2 dimensions: *performance* and *preference*
- 5 zones: **Genius**, **Reputation**, **Potential**, **Proficiency**, and **Indifference**

The matrix is designed to guide you towards your strengths through self-evaluation

The dimensions ask you to notice your outcomes and your energy in terms of:

- *Performance*: Where am I doing my best work?
- *Preference*: What brings me the greatest feelings of joy, dedication and inspiration?

You are considering:

- What tasks drive me to achieve?
- Is my best work happening in my occupation, personal, community or social activity?
- What are my least favourite tasks and activities?
- Where am I experiencing the greatest sense of joy, dedication and inspiration?

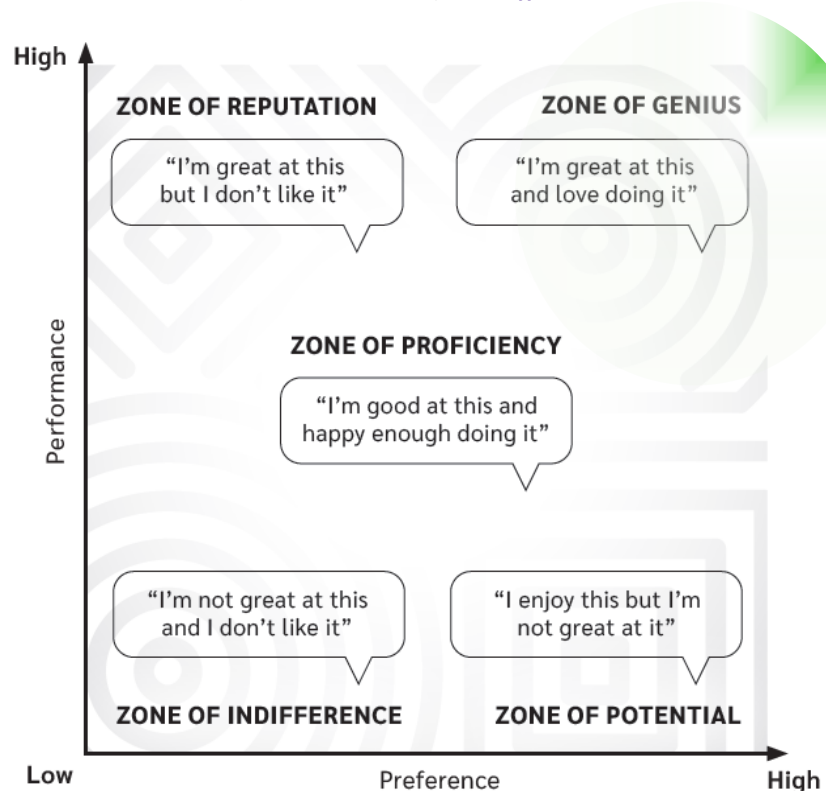
Mapping these activities and tasks across the five Zones, allows you to see where your strengths and motivations might lie. Some may be dormant or squashed, or you may be working the wrong way around, rather than working in that **Genius Zone** – you are drowning in **Indifference**.

Understanding these activities and feelings helps you better understand

- Where and when do my action and outcomes amplify my motivation and focus?
- Where and when do they weaken my motivation and focus?

Which allows you to determine

- How can I do more of the things that light me up?
- How can I do less of the “other” things?
- How do I maximise both my energies and my outcomes?



Your stories and your strengths

A Personal Audit

Uncovering your strengths requires a combination of observation and review, noticing particular patterns of thought, behaviour and action, and the impact this has on you. We are building your unique and wonderful strength story.

Observations can come from within you (reflections) or externally from others (feedback). Both techniques are helpful for identifying our strengths and where your motivation and energy comes from, and where it doesn't!

Our strengths are not just about work or play. Strengths are about the way we work and play, when we are doing the things in such a way, that they light us up!

[This exercise aligns with Chapter 2: Strength reflection techniques](#)

The following questions ask you to reflect and use your own observations, memories and feelings to identify your strengths. Do 2 or 3 reflections to start – do them all if you're enjoying yourself 😊 You will find this helpful, uncovering patterns in thought, behaviour, attitude and action, leading you to your strengths!

Strengths-spotting from your past:

At school did you have a favourite class, topic or subjects? When was it easy to apply yourself? Why?
Outside of school where could you lose yourself in curiosity, practice or focus for hours? What was your favourite kind of activity?

Strengths-spotting in your job history

What types of jobs and workplaces are you drawn to? What cultures and structures make it easier or harder for you to succeed, and are more or less enjoyable?

What are the common threads in your tasks? What tasks do you volunteer for outside of your job description? What do you find easy to learn and do well in?

'I can't believe they pay me for this!'

What sorts of things make you say this to yourself? What are you doing when you're working hard but it doesn't feel like hard work?

What helps you do well in those situations?

Strengths-spotting in your own time:

How do you spend (or wish you could spend) your free time? What do you imagine yourself doing when daydreaming or trying to relax?

The “all-day” test

If you never had to work another day for money in your life, what would you do all day?

Your to-do list

What sorts of things never need to go on your to-do list, because you just get them done? What sorts of things do you very quickly cross off - *if* they ever make it, to your to-do list?

Your heroes

Who are your real or fictional heroes? What strengths do you see in them? What are the common threads between these different heroes?

The gravitational pull:

What situations do you always find yourself in? (e.g. job, role in your family, helping friends, volunteering in your community or industry groups).

What are the thoughts, attitudes, behaviours and actions that assist you here?

What are the differences between the activities, tasks, jobs, people that you enjoy compared to the ones you don't?

Reflect on your reflections

What are the weird and wonderful things you enjoy?

What are the common threads across your answers? What tasks and types of activities and people do find yourself drawn to, over and over again? What do you like about these things? What is you are doing? How are you doing it? Why?

These patterns help you identify the underlying elements that sit beneath the tasks and situations you've noted. The things you've enjoyed, the things and the people that resonate with you. These patterns hint at your unique strengths.

What patterns do you find here?

Specific activities (such as typing, cooking, or filing) aren't strengths; what you're looking for is the elements that sit underneath the activities. For example –

Filing satisfies me and gives me a sense of achievement. This could point to strengths in Coordinator (Action) and Prepared (Moderation).

I love reading could point to strengths around Learning (Cognition), Curiosity (Essence), and Perspective (Communication).

Cooking could point to strengths of Integration (Cognition) and Connoisseur (Essence).

Your unique and wonderful strengths reflect the way you think, the way you feel, your approach and the way you might set about doing a particular task or thing. What are some of yours? As you think about this, you can use the Strengths Deck to help you.



Strengths feedback

Strengths feedback is based on other people's observations and perceptions of you. Those who know you well often have a good idea of what you're great at and what you struggle with and what brings a light to your eyes.

You've done the reflections, so the feedback you get will help you cross-check what you've already identified. You want other voices and observations to assist you rather than influence your own thinking. *Remember that people will more accurately assess your performance rather than your preference. If you are great at something, but it doesn't light you up, it may not be a Genius strength.*

This exercises aligns with Chapter 2

Use these feedback questions to engage feedback and to help you identify your strengths.

Ask your boss, colleagues, family, and friends:

- what you think I do well?
 - *what* do I do
 - *why* do you think I am so great at it

Feedback notes:

What other sources of feedback do you have?

- performance appraisals
- customer feedback
- praise, thank yous and complaints
- email / phone communications

Feedback notes:



Reflected Best Self Exercise™ (RBSE)

Sign up to do the RBSE¹ – it's like strengths reflections and feedback on steroids! What are the key elements of your 'Best Self Portrait'?

Reflecting on the feedback

As you gather all of this information, some things will stand out, some things will surprise you and some things will create a light and an energy – even just thinking about it! Consider what patterns emerge across all the various feedback sources and the way this data makes you think and feel.

What are the common threads across the feedback you've received?

What lights you up and gives you a sense of energy and motivation?

¹ The RBSE is a paid service, available from reflectedbestselfexercise.com



Using the Strengths Deck

Use the Strengths Deck, a set of 75 strengths cards to help you identify the strength – the element that sits behind the activities, tasks and situations that light you up.

This exercise aligns to Chapter 5: Getting Underway

You may have a set of The Strengths Deck cards. There is also a list in the back of this workbook, or you can download a low-fi version of the deck from strengthsdeck.com/unleash-your-awesome.

The definitions provide a reference, but how you interpret the strengths are more important than exactly what is written on the card. If you have a better way of identifying a strength then use your definition (that would be an Author or Interpreter strength coming through!).

Get yourself ready

Create the optimal mindset for this activity, and consider these things as you discover your strengths:



Decide on your Area of Focus

You might concentrate on your career progression, how you're showing up at home, or ways to enjoy your current job more or get better results. There's no right or wrong choice here, pick what is important to you right now.

What is my focus?

Sort the Cards

1. Look at the matrix and consider each card against the 2 dimensions:
Performance and *Preference*
 - a. How well do I *perform* with this strength?
 - b. What is my sense of *preference* with this strength?
2. Place each card in a corresponding Zone
 - a. Use the statements as a guide
 - b. Not every card will be a perfect fit!
 - c. Be aware of your own *social desirability* bias
 - d. Be authentic, follow your energy and discover your own unique strengths
3. Have fun!
4. Use the Self Coaching Process to deepen your strengths discovery. It will help you navigate
 - a. Cards that don't fit or get you stuck
 - b. Strengths that end up in one Zone, and not the *other*
 - c. Challenges around perceptions of strengths and weaknesses
 - d. Questions around values and desirability

Reputation Zone

high *performance*. low *preference*

You *perform* well in these areas. But what sets them apart from **Genius** strengths is that you find them de-energising, unpleasant, or boring; you have a low *preference* for them

"I'm great at this,
but I don't like it"

Sort your cards:

Proficiency Zone

moderate *performance*. moderate *preference*

These are your workhorse strengths. Capabilities that you find reasonably enjoyable and can get good results from without breaking a sweat. Sure, they don't give you the **Genius** buzz, but neither do they drain you.

"I'm good at this, and
happy enough doing it"

Potential Zone

low *performance*. high *preference*

You might *underperform* in these areas. **Potential** strengths for two reasons: firstly, because they might be hidden **Genius** strengths; and secondly, because they have the potential provide a great boost of energy, enjoyment, and engagement.

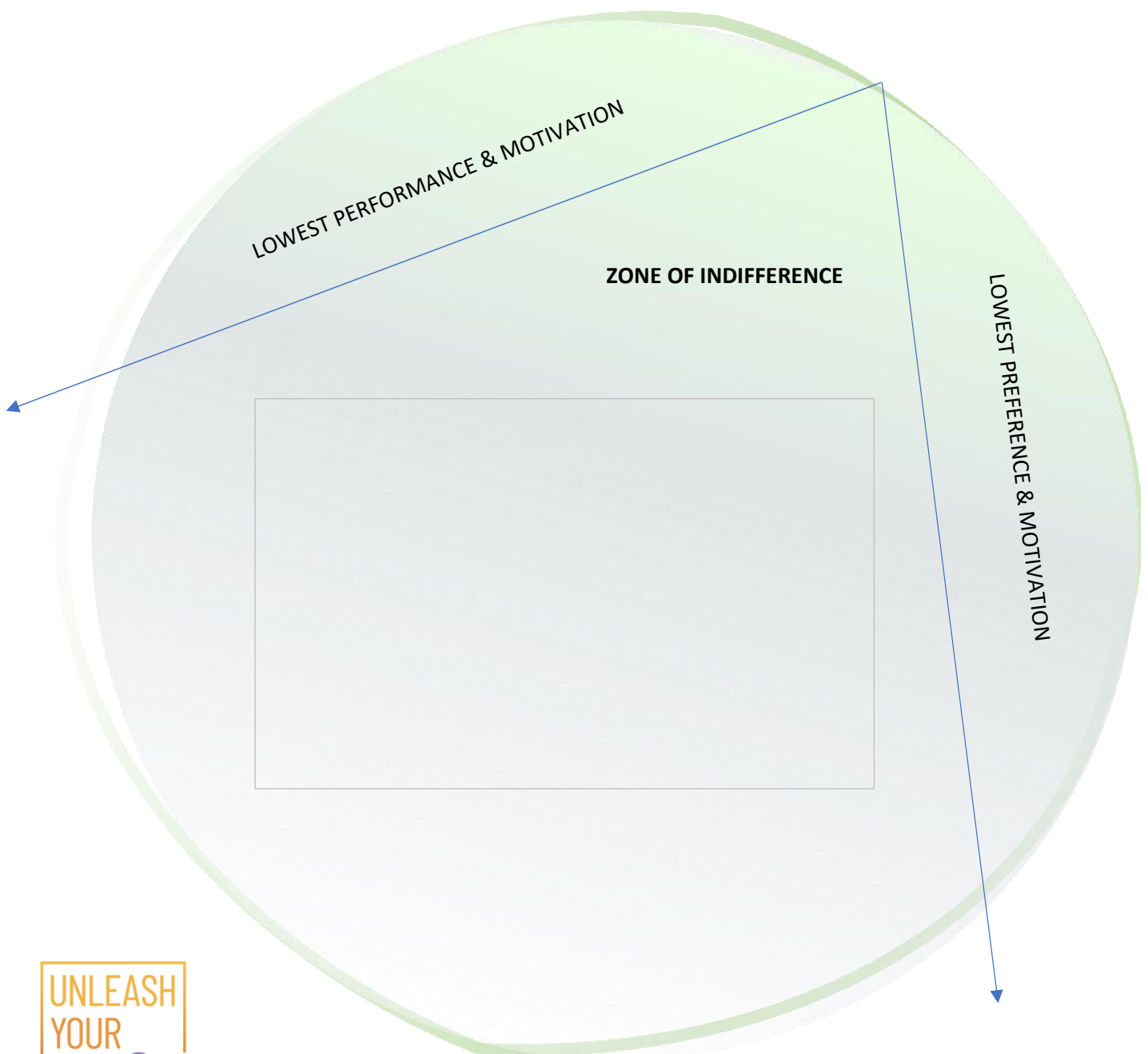
"I enjoy this, but I'm
not good at it"

Understanding Weakness

You are not the only one with weaknesses – we all have them. While we don't ignore our weaknesses, they are neither something to be fixed. We acknowledge them, and put them in the **Zone of Indifference**.

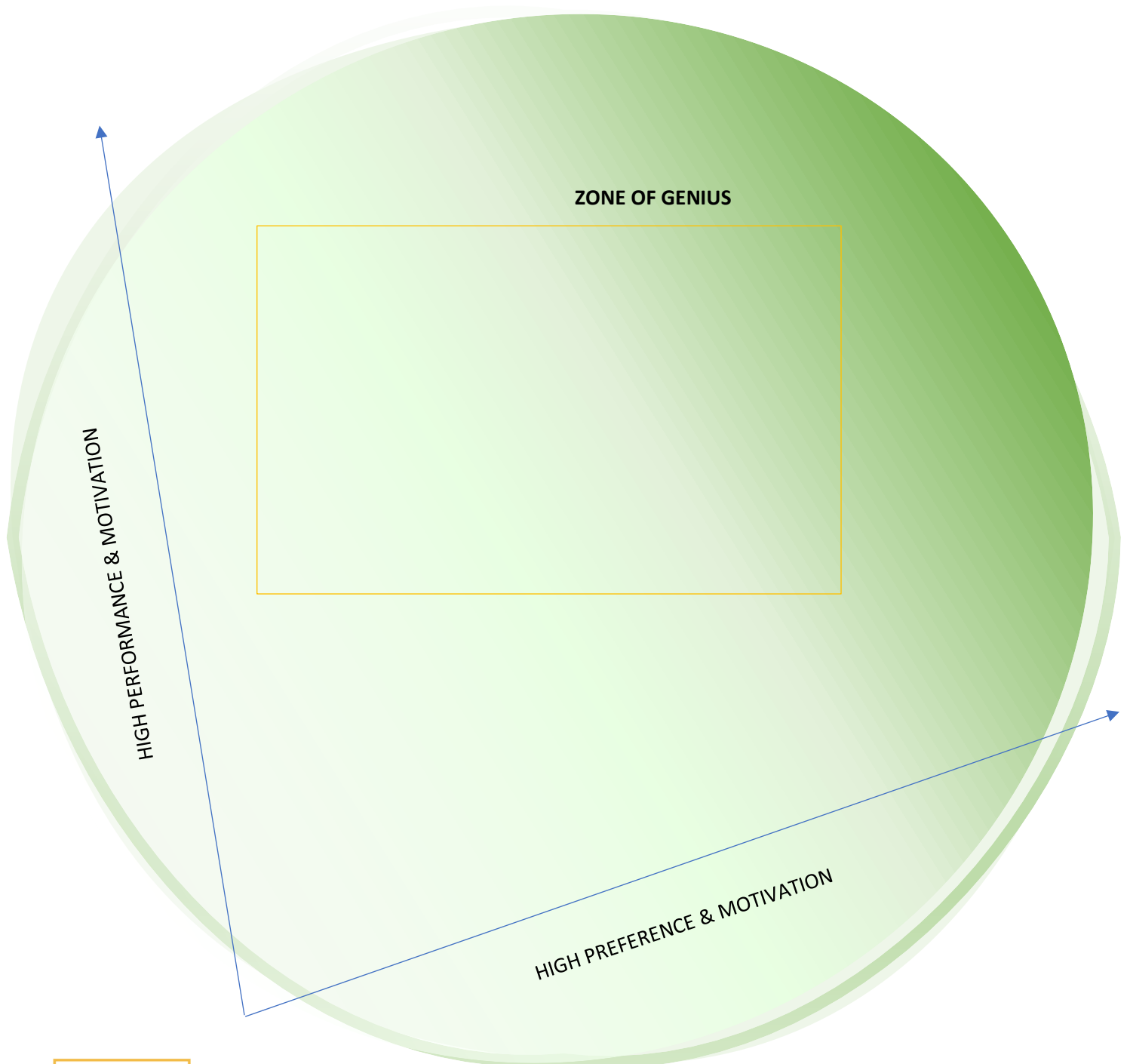
Don't wish for an improved weakness, instead utilise a strength to be and feel more effective. When we invest our time and energy into areas where we're already performing well, using strategies, habits, capabilities and behaviours we enjoy using, we get a greater return! It's a no-brainer. So, if there is something you are terrible at and hate doing, make peace with it as best you can.

Make your list. Don't waste a huge amount of time and energy beating yourself up and trying to fit yourself into a someone's else's idea of success. Instead, use that energy to think about what you love and are great at – and how these things have a far bigger and more positive impact on **you** and the world around **you**.



Your Genius Strengths

It's common for **Genius** strengths to be accompanied by a smile, maybe even laughter, and physical changes such as relaxing your shoulders, sitting up straighter or making big, energetic physical gestures, or talking more loudly or quickly. Strengths are energising and enjoyable; they light us up, and we're eager to connect or even reconnect with them.



Refine Your Strengths Selection

This exercise is aligned to Chapter 6

You want to be working with the biggest hitters in each Zone of the matrix.

Genius

List your top 6 - 8

Proficiency

List your top 5 - 6

Indifference

List your top 3 - 4

Potential

List your top 3 - 4

Reputation

List your top 3 - 4

Even if a strength didn't make it into your top selection, it is still available to you. You may need to be more intentional about how you use it.

Any *indifference* weakness that didn't make it into your top selection still has the potential to trip you up, but it might be a bit harder to see it coming.



Reflections

This exercise is aligned to Section 5, Self-Coaching (p125-126)

As you sorted the cards and refined your selections, what trends or patterns did you notice?

Where do you see these patterns show up in your life and work?

Were you surprised by where some of the cards ended up? Why were you surprised?

What stories did you notice coming up for you?

Were some cards particularly easy or challenging to place into Zones?

Were there some Zones that were easier or harder to refine?

What do you think influenced how easy or difficult you found this?

Strengths Groups

As you move from looking at individual strengths to thinking about the broader characteristics of the Strengths Groups, you can begin to see how they influence your effectiveness, wellbeing, and results.

This exercise is aligned to Chapter 9: Self-Coaching with Strength Groups

What is the distribution of strength and themes across the Zones in the matrix?

Here we focus on four of the five zones: **Genius**, **Indifference**, **Reputation**, and **Potential**. The benefit from this exercise comes from understanding *your* unique distribution, and how you can use those insights to make smart decisions about your strategies and actions.

List your strengths in each zone according to their Strengths Group:

GENIUS ZONE		
Action	Cognition	Essence
How many:	How many:	How many:
Moderation	Relationships	Communication
How many:	How many:	How many:

INDIFFERENCE ZONE		
Action	Cognition	Essence
<i>How many:</i>	<i>How many:</i>	<i>How many:</i>
Moderation	Relationships	Communication
<i>How many:</i>	<i>How many:</i>	<i>How many:</i>

REPUTATIONAL ZONE		
Action	Cognition	Essence
<i>How many:</i>	<i>How many:</i>	<i>How many:</i>
Moderation	Relationships	Communication
<i>How many:</i>	<i>How many:</i>	<i>How many:</i>



POTENTIAL ZONE		
Action	Cognition	Essence
<i>How many:</i>	<i>How many:</i>	<i>How many:</i>
Moderation	Relationships	Communication
<i>How many:</i>	<i>How many:</i>	<i>How many:</i>

What are the patterns of distribution you notice across the Strengths Groups?



Deep Dive for each Strengths Group

This exercise aligns to Chapter 9: Impact Analysis

These are self-coaching, self-evaluation questions for each Strengths Group. The following questions are asked in a yes/no format. For any that you think might apply to you, place a tick in the left-hand column – these are questions that you’ll look at in more detail.

ACTION

High performance or preference - *Potential, Genius*, and *Reputation Zones*

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Do you sometimes rush in without thinking things through?
<input type="checkbox"/>	Do others around you find your bias toward action intimidating or frustrating?
<input type="checkbox"/>	Do you forget to share with others about what you are doing and why?
<input type="checkbox"/>	Do you find it challenging to delegate to others?

Low performance or preference

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Do you struggle to get important things done?
<input type="checkbox"/>	Do you leave things to the last minute and then rush through them to meet deadlines?
<input type="checkbox"/>	Do you over-delegate, passing off tasks that really should remain with you?

Impact analysis

For each question you ticked ‘Yes’ to above, consider the impact and note it in the left-hand column. An impact is something you might feel, think, react, a positive or negative effect. Then, identify strategies that will help you manage the impact, and note these in the right-hand column. (Strategies are outlined in Chapter 8) (There are more tables on page 29 of this Workbook).

ACTION	Question:	
Impact	Strategies	



COGNITION

High performance or preference - *Potential, Genius, and Reputation Zones*

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Do you have a tendency to overthink things?
<input type="checkbox"/>	Do you find yourself going down unproductive rabbit holes?
<input type="checkbox"/>	Do you find yourself frustrated by others who seem to dive in without thinking things through?

Low performance or preference

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Do you find yourself surprised by issues and problems that you didn't anticipate?
<input type="checkbox"/>	Do you miss key information from others?
<input type="checkbox"/>	Do you struggle to think about things in different ways?

Impact analysis

For each question you ticked 'Yes' to above, consider the impact and note it in the left-hand column. An impact is something you might feel, think, react, a positive or negative effect. Then, identify strategies that will help you manage the impact, and note these in the right-hand column. (Strategies are outlined in Chapter 8). (There are more tables on page 29 of this Workbook).

COGNITION	Question:	
Impact	Strategies	

COMMUNICATION

High performance or preference - *Potential, Genius, and Reputation Zones*

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Do you lose your audience because you share too much information or send too many messages?
<input type="checkbox"/>	Do you spend so much time crafting your messages that you don't have enough time to get things done?
<input type="checkbox"/>	Can your confidence in communicating crowd out input from the less-confident communicators around you?

Low performance or preference

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Do others misinterpret or seem confused by what you say or write?
<input type="checkbox"/>	Is it difficult for you to speak up and share your thoughts and opinions?
<input type="checkbox"/>	Do people around you sometimes seem surprised at your actions or thoughts?
<input type="checkbox"/>	Do you shy away from sharing your thoughts, experiences and ideas?

Impact analysis

For each question you ticked 'Yes' to above, consider the impact and note it in the left-hand column. An impact is something you might feel, think, react, a positive or negative effect. Then, identify strategies that will help you manage the impact, and note these in the right-hand column. (Strategies are outlined in Chapter 8). (There are more tables on page 29 of this Workbook).

COMMUNICATION	Question:	
Impact	Strategies	

ESSENCE

High performance or preference - *Potential, Genius, and Reputation Zones*

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Does your inward focus ever make you miss what goes on around you?
<input type="checkbox"/>	Can your intensity and poise be intimidating to others?
<input type="checkbox"/>	Can you be so overly focused on the future and the needs of others that you don't look after yourself enough?

Low performance or preference

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Do external events and influences unsettle you?
<input type="checkbox"/>	Do you struggle to maintain your self-confidence and self-belief?
<input type="checkbox"/>	Do you focus so much on what's happening right now that you feel disconnected from the future?

Impact analysis

For each question you ticked 'Yes' to above, consider the impact and note it in the left-hand column. An impact is something you might feel, think, react, a positive or negative effect. Then, identify strategies that will help you manage the impact, and note these in the right-hand column. (*Strategies are outlined in Chapter 8*). (*There are more tables on page 29 of this Workbook*).

ESSENCE	Question:	
Impact	Strategies	

MODERATION

High performance or preference - *Potential, Genius, and Reputation Zones*

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Can your personal discipline and restraint be seen as a barrier to connecting with others?
<input type="checkbox"/>	Can your caution and desire for planning stifle creativity or hold back action?
<input type="checkbox"/>	Do you find it difficult to 'let your hair down' or celebrate accomplishments?

Low performance or preference

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Do you struggle to stick with your plans and goals long enough to achieve them?
<input type="checkbox"/>	Do you find yourself easily swayed by what feels good right now rather than what's good for you long-term?
<input type="checkbox"/>	Do you spend time and energy trying to "fix" unanticipated problems that have arisen from your decisions?

Impact analysis

For each question you ticked 'Yes' to above, consider the impact and note it in the left-hand column. An impact is something you might feel, think, react, a positive or negative effect. Then, identify strategies that will help you manage the impact, and note these in the right-hand column. (Strategies are outlined in Chapter 8). (There are more tables on page 29 of this Workbook).

MODERATION	Question:	
Impact	Strategies	

RELATIONSHIPS

High performance or preference - *Potential, Genius*, and *Reputation Zones*

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Can your desire for connection prevent you from having challenging conversations or holding others accountable?
<input type="checkbox"/>	Do you over-invest in relationships with people who don't reciprocate?
<input type="checkbox"/>	Do you focus so intently on building and deepening relationships that it leaves little time and energy for getting things done?

Low performance or preference

<input checked="" type="checkbox"/>	Questions to consider
<input type="checkbox"/>	Do you ever feel lonely or disconnected from those around you?
<input type="checkbox"/>	Do you find it challenging to develop and maintain relationships?
<input type="checkbox"/>	Can your approach be seen or experienced by others as overly transactional?

Impact analysis

For each question you ticked 'Yes' to above, consider the impact and note it in the left-hand column. An impact is something you might feel, think, react, a positive or negative effect. Then, identify strategies that will help you manage the impact, and note these in the right-hand column. (Strategies are outlined in Chapter 8). (There are more tables on page 29 of this Workbook).

RELATIONSHIP	Question:	
Impact	Strategies	

More:

Group:	Question:	
Impact	Strategies	

Group:	Question:	
Impact	Strategies	

Group:	Question:	
Impact	Strategies	

Your Personal Strengths Playbook

Now that you've got your top strengths cards in order, and laid out across your matrix, what does it look like to move towards the **Zone of Genius**, and optimise your energy and capacity?

- You don't want to overuse or overplay your strengths
- You don't want to underutilise or underplay your strengths either
- You want to find the sweet spot – the balance between using

The Strengths Playbook starts with knowing what lights you up in the **Zone of Genius**, because these strengths build good energy and momentum. We look at strategies for putting your **Genius** strengths into action, helping you perform more effectively and find greater enjoyment in your work and life.

There are strategies you can learn to coach yourself:

1. Consider what strength sweet spots and goals you'd like to achieve for yourself
2. Look at each Zone, nominate a strength or weakness you'd like to focus on
3. Match the strategies to create your Strengths sweet spot

STRENGTHS STRATEGIES		GENIUS
<i>Value these awesome personal resources</i>	Example GENIUS strength:	
<ul style="list-style-type: none"> • Find your Genius strength sweet spot • Use your Genius strengths to make the most of the flow-and-recovery cycle • Prevent Genius strength overuse • Avoid Genius strength underuse • Pairing Genius strengths <p>(p133-138)</p>	Example strategy:	

STRENGTHS STRATEGIES		INDIFFERENCE
<i>Avoid fatigue, boredom and disillusionment</i>	Example Indifference weakness:	
<ul style="list-style-type: none"> • Do nothing • Pair it with other strengths • Partner with other people's strengths • Delegate, delegate, delegate • Job crafting • Develop a basic level of competence <p>(p150-153)</p>	Example strategy:	



STRENGTHS STRATEGIES		REPUTATION
<i>Avoid burnout, resentment and undermining</i>	Example <i>Reputational</i> strength:	
<ul style="list-style-type: none"> • Stop doing • Substitute • Do less • Strengths pairing • Strengths partnering <p>(p140-147)</p>	Example strategy:	

STRENGTHS STRATEGIES		PROFICIENCY
<i>Create sustainability and opportunity</i>	Example <i>Proficiency</i> (HF) strength:	
<p>For higher-frequency strengths:</p> <ul style="list-style-type: none"> • Increase the intensity • Strengths pairing • Strengths partnering 	Example strategy:	
<i>Value the solid core of your proficiency</i>	Example <i>Proficiency</i> (LF) strength:	
<p>For lower-frequency strengths:</p> <ul style="list-style-type: none"> • Increase the frequency • Increase the intensity <p>(p161-162)</p>	Example strategy:	

STRENGTHS STRATEGIES		POTENTIAL
<i>Recognise specific strengths and talents</i>	Example <i>Potential</i> strength:	
<ul style="list-style-type: none"> • Strengths pairing • Strengths partnering • Enjoy it! <p>(p161-162)</p>	Example strategy:	

Create and Implement Your Personal Strengths Playbook

This exercise is aligned to Chapter 8

Two key principles for building and implementing your Personal Strengths Playbook:

- 1) There is no such thing as failure: Everything is an experiment.
- 2) You eat the elephant one bite at a time (and it's OK to add sauce).

ATTACK STRATEGIES

These are strategies for advancing towards your goals.

- Dial up your underused strengths

Pick 2-3 strengths that you think you currently underuse – focus on your *Genius* and *Proficiency Zones*, and where you and those around you could benefit from you using them more.

Underused Strength 1:

How to dial it up"

Effects of dialling it up:

Downsides of dialling it up:

Strengths to pair it with:

Who uses it well?

What can I learn from them?

Underused Strength 2:

How to dial it up:

Effects of dialling it up:

Downsides of dialling it up:

Strengths to pair it with:

Who uses it well?

What can I learn from them?



- Make your Proficiency strengths more central to your daily life and work

Pick 3-4 **Proficiency** strengths that you think will be most useful to you on a regular basis.

Proficiency Strength 1:

Make it more central to daily / work life:

Benefits of making it a core focus:

Downsides of making it a core focus:

Reduce the downsides:

Strengths to pair it with:

Who has this in their **Zone of Indifference?**

How can I help them?

Proficiency Strength 2:

Make it more central to daily / work life:

Benefits of making it a core focus:

Downsides of making it a core focus:

Reduce the downsides:

Strengths to pair it with:

Who has this in their **Zone of Indifference?**

How can I help them?



- Use your Potential strengths to bring more enjoyment

Pick 1-2 **Potential** strengths that will boost your enjoyment of a regular task, or that you can combine with **Genius** or **Proficiency** strengths to lift your performance.

Potential Strength 1:

Where to use it:

How to lift performance:

Benefits of improved performance:

Downsides of using the strength:

Reduce the downsides:

Strengths to pair it with:

Potential Strength 2:

Where to use it:

How to lift performance:

Benefits of improved performance:

Downsides of using the strength:

Reduce the downsides:

Strengths to pair it with:



- Make the most of the Strengths Groups strongly represented in your *Zone of Genius*

Pick 1-2 Strengths Groups that are strongly represented in your *Zone of Genius* (i.e. where you have a high proportion of the strengths from that group in that zone).

Strength Group 1:

Fresh ways to use strengths from this Group:

Lesser used strengths in this group to dial up:

Benefits of dialling up:

Downsides of dialling up:

Reduce the downsides:

Strength Group 2:

Fresh ways to use strengths from this Group:

Lesser used strengths in this group to dial up:

Benefits of dialling up:

Downsides of dialling up:

Reduce the downsides:



DEFENCE STRATEGIES

These strategies stop you from slipping back into old habits and wasting your time and energy on things that don't support your wellbeing and results. They focus on preventing over-reliance on strengths that drain you, and reducing or eliminating the effects of your *Indifference* weaknesses.

- Manage your Reputation strengths

Pick 1-2 strengths from your *Zone of Reputation*. Focus on any strength that you find particularly draining, or that you use frequently.

Reputation Strength 1:

How could you dial it down:

Benefits of dialling down:

Downsides of dialling down:

Genius, Proficiency, or Potential

Strengths to pair with:

Person to partner with:

Reputation Strength 1:

How could you dial it down:

Benefits of dialling down:

Downsides of dialling down:

Genius, Proficiency, or Potential

Strengths to pair with:

Person to partner with:



- Rest your overused strengths

Pick 1-2 strengths that you may sometimes overuse – these will usually be from your *Genius* or *Proficiency Zones*, but could also be from *Reputation*. Focus on any strength that might lead others to see you as a “one-trick pony”, or where your overuse could annoy or frustrate others, or leave you feeling burnt out and disengaged.

Overused Strength 1:

Which *Genius*, *Proficiency*, or other *Reputation* strength you could substitute:

Expected results:

Downsides of substitution:

Reduce the downsides:

Overused Strength 2:

Which *Genius*, *Proficiency*, or other *Reputation* strength you could substitute:

Expected results:

Downsides of substitution:

Reduce the downsides:

- Neutralise your Indifference weaknesses

Pick 1-2 *Indifference* weaknesses that are real barriers to your success, effectiveness, and wellbeing.

Indifference Weakness 1:

How it trips me up:

Strengths to pair with:

Who to partner with & how to do that:

Recovery plan if I must use it:



Indifference Weakness 2:

How it trips me up:

Strengths to pair with:

Who to partner with & how to do that:

Recovery plan if I must use it:

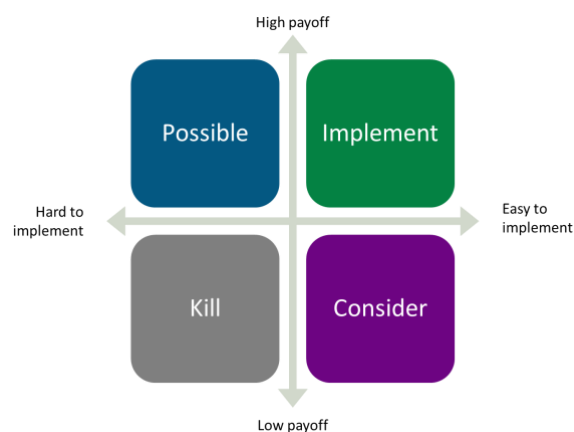
Prioritise your strategies

Prioritise the strategies you've identified based on how easy they will be to implement, and the level of impact you think they will have. You can use a prioritisation matrix to help you sort them.

Prioritise in order of:

- *Implement* (high payoff, easy to implement),
- *Possible* (high payoff, hard to implement),
- *Consider* (low payoff, easy to implement)

If you've got anything in the *Kill* quadrant (low payoff, hard to implement), don't include it in your prioritised strategy list – it's best to focus energy on strategies that are easier to implement and have a higher payoff.



ATTACK STRATEGY PRIORITIES

1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	

DEFENCE STRATEGY PRIORITIES

1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	

Put your strategies to work

Start with your top attack and defence strategies and run experiments to see which strategies work best for you.

ATTACK STRATEGY EXPERIMENT

:

Where does this strategy apply?

What situations can it help me with?

How I can use this strategy?

Expected result:

Actual result:

Keep, tweak or ditch:

Next Steps



ATTACK STRATEGY EXPERIMENT

•
•

Where does this strategy apply?

What situations can it help me with?

How I can use this strategy?

Expected result:

Actual result:

Keep, tweak or ditch:

Next Steps

DEFENCE STRATEGY EXPERIMENT

Where does this strategy apply?

What situations can it help me with?

How I can use this strategy?

Expected result:

Actual result:

Keep, tweak or ditch:

Next Steps

DEFENCE STRATEGY EXPERIMENT

Where does this strategy apply?

What situations can it help me with?

How I can use this strategy?

Expected result:

Actual result:

Keep, tweak or ditch:

Next Steps



Check-ins

As you run your experiments, you'll start to notice some benefits. You'll turbo-charge your results when you embed regular check-ins into your routine. So grab your calendar and book a recurring check-in. You could do this monthly, or on a 60- or 90-day cycle.

What has worked well?

Why?

What has been tricky?

Why?

Where my performance has increased?

Why?

Where my performance has decreased?

Why?

Where my preference has increased?

Why?

Where my preference has decreased?

Why?



What changes do you want to make to your strengths use?

What results do you expect from these changes?

Who can help you make these changes?



