

The Strengths Deck Instructions

Print or draw The Strengths Deck Matrix (see strengthsdeck.com/downloads)

If you are using the cards:

1a. Place the cards on The Strengths Deck Matrix based on your **Performance** (how good you are at it) and your **Preference** (how much you like doing it)

If you are using the list:

1b. Read each definition and note down which Zone it fits in – do this on a separate piece of paper. Then, once you've identified the top cards in each Zone (step 3 below), write them onto your Strengths Deck Matrix.

Either method:

2. If a card or definition doesn't resonate with you, skip it and move on to the next one

- **Genius:** you are **great at** and **love doing** this
- **Indifference:** you **aren't good at** and **dislike doing** this
- **Potential:** you **aren't skilled at** and **love doing**
- **Reputation:** you are **great at** and **don't like**
- **Proficiency:** you are **good at** and **like doing**

Once you've sorted through all of the cards:

3. Look at each section below, rank your top cards, and answer the questions

4. Look at the word on the bottom left corner of the card – this is the Strengths Group. Refer to the questions in the section below.

5. Create an action plan. What will you change? When will you make these changes? What resources, training or support do you need? How will you know when your change effort is successful? Who can help you make these changes?

Genius

You are **great at** (high Performance) & **love doing** (high Preference). Rank your top **six to eight** in terms of your highest Performance and Preference

- Which strengths are you most proud of? Why?
- Which ones do you rely on too much? How can you dial them back?
- Which could you use more often? How can you boost your use?
- Who has these in their Zone of **Indifference** or **Reputation**? How can you share your **Genius** strengths with them?

Indifference

You **aren't skilled at** (low Performance) & **don't like** (low Preference). Rank your top **three to four** by lowest Performance or Preference

- Where can you stop using these altogether? Can you change your role, or swap tasks with someone who has them as **Genius** strengths?
- Where do these "trip you up"? What **Genius** strengths can you combine to help when you need to use these?
- Who has these as **Genius** strengths? How can you partner with them for help in these areas?

Reputation

You are **great at** (high Performance) & **don't like** (low Preference). Rank your top **three to four** by lowest Preference and/or what you need to use most frequently

- Where can you stop using these? Can you change your role, or swap tasks with someone who has them as **Genius** strengths?
- Which of your **Genius** strengths can you combine these with to bring more energy and enjoyment?
- Can you use some of your **Potential** or **Proficiency** strengths to make it feel easier or more enjoyable?

Potential

You **aren't skilled** at (low Performance) & **love doing** (high Preference). Rank your top **three to four** by highest Preference and/or where it could be helpful to lift your Performance

- Where can you start using these? Can you change your role, or ask someone who has them as **Genius** strengths to teach you more?
- Which of your **Genius** strengths can you combine these with to lift your Performance?
- Could you combine these with your **Proficiency** or even **Reputation** strengths to improve your results?

Proficiency

You are **good at** (moderate to high Performance) & **like doing** (moderate to high Preference). Rank your top **four to six** based on the ones you use most frequently

- How often do you get to use these? Can you use them more?
- If you have worked intensely (using your **Genius** and/or **Reputation** strengths), how can you do more of these to boost your recovery?
- Which of your **Genius** strengths can you combine these with to bring even more Performance, energy and enjoyment?
- Can you use any of your **Potential** strengths to give you an extra boost of enjoyment?

Strengths Groups

There are six Strengths Groups in The Strengths Deck:

Action: How we get things done

Cognition: How we think and reflect

Communication: How we give, receive, and share information

Essence: How we show up in the world

Moderation: How we show restraint

Relationships: How we connect to and interact with others

- What patterns do you notice?
- Are any Strengths Groups particularly high or low Preference and/or Performance for you?
- What might this mean for you? e.g.:
 - If Action is high, do you ever rush in without thinking?
 - If Relationship is low, can you be too transactional?
 - If Cognition is high, do you overthink things? etc.
- Identify strategies that use your **Genius** strengths to help balance out any areas that need support

I'd love to hear your strengths stories, and your experiences of using The Strengths Deck. Send your thoughts and feedback by email (enquiries@strengthsdeck.com) – I promise to read and respond to every message!