

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
- ✔ CAREER GUIDE APPLICATION

#beyourbestself



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Knowing which sectors utilise your strengths will help you focus on future success. Based on 43 carefully selected career sectors, the Career Guide reveals 6 recommended careers for your realised strengths and 2 career suggestions for your unrealised strengths. It unlocks potential and aligns future career choices with success.

Our approach to the Career Guide has been robust, using our 15 years of strengths knowledge combined with the analytics of Strengths Profile. We know what strengths people are using in different roles and have used this along with how their strengths differentiate from our norm data.

Use these tips to get the most from your career conversations:

For educators

- Help students consider the future, whether that's a career direction today or where they could be heading in the future
- Review students' motivation into each of the sectors and rank according to preference, energy and experience
- Support development and exposure in any sector areas that students are motivated in and open the future to a world of work they love
- Explore which sectors work well together, i.e. an IT role in Marketing
- Consider volunteering opportunities to expand their research into the unrealised strengths career suggestions

For coaches or organisations

- Support people to consider their role today and where they would like to be in 1, 3 and 5 years
- Help others to focus their future development path on a strengths-based career – knowing their strengths match these roles and will yield success
- Work with managers to support career development for their staff – knowing their potential will help them seek the right roles in the future
- Support talent retention by knowing how to adjust their existing role to feature some of the recommendations, i.e. support the sales or marketing team to bring in ideas
- Many of us wear different 'hats' in our day – use it to explore a person's favourite hat and how they could be doing more of this in their role

Explore

Above all, it's a career conversation – explore the suggestions! You can find out more at:
<https://www.strengthsprofile.com/en-gb/who/careersfaq>



There are a few simple things you can think about that will help show the best of yourself on the day:

- What do your friends and peers know you for – how would they describe you to a stranger?
- The achievements that you are most proud of and how you got there
- What you truly enjoy doing and what you are like when you are at your best
- Activities (inside and outside) of studying and working that you do not particularly enjoy, and why?

What to expect in an online assessment?

As you make your way through the immersive experience, you will be presented with a variety of questions. For some of the questions you will read a scenario and be asked to choose how you would respond in that situation. You'll need to rank the responses, possibly from what you would be *most likely* to do in that situation to what you would be *least likely* to do. For other questions, you will be asked to consider some information and to select the correct response.

Example Strengths-based Interview questions

- ◆ Imagine you have just joined the team and you are required to learn a lot of new things at pace. How would you feel and what would you do?

- ◆ Would people who know you well describe you as someone with a hunger for learning new things? Why would they say this?

- ◆ What does taking full ownership of a task or project mean to you? How important is taking ownership to you?



Make career decisions from the place that will make the biggest difference, your strengths! Turning your unique talents into strengths requires conscious effort and deliberate action, and can transform your story.

What will your career legacy be?

Realised strengths

- 1. Which strengths are you most proud of and why?
- 2. Which strengths are you best known for across your friends and peers?
- 3. Which strengths are key, i.e. you would be lost without?
- 4. How have your strengths supported the achievements you have made?

Learned behaviours

- 1. Which strengths leave you feeling drained when using them? Why is this?
- 2. Will you need to use any in your future career? If so, which **realised strengths** will help you?
- 3. Which one do you feel would be important to use less of in your future career?



Weaknesses

1.

What is the impact of your **weaknesses** on you now?

2.

What could any future career impact be?

3.

Have you overcome any **weaknesses** in the past? What strengths helped you?

4.

Which **weaknesses** would you need to gain support from others to overcome?

Unrealised strengths

1.

What would you love to do more of in the future – whilst studying and/or at work?

2.

What would you love to learn more about or experience in the future?
Consider your Career Guide suggestions

3.

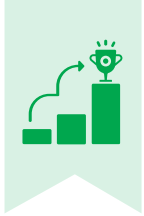
What experience could you gain in this area to support job opportunities?

4.

Reorder them with the ones that you value the most at the top – what does this look like?

5.

What would help you use the top ones further? *Use your Career Guide to identify opportunities*




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:

★★★★





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?		



Dial up your inner mentor and strengths to challenge your **learned behaviours** and **weaknesses**

	Learned behaviours	Weaknesses
Which learned behaviours or weaknesses do you have that may exaggerate any critic?		
How can you dial these down to help you ignore or rationalise the doubt?		
Which strengths would help you to challenge the self-talk around your learned behaviours and weaknesses ?		
Looking at your strengths, what alternative views do you know to be true?		

Aim: To identify your **realised** and **unrealised** strengths (without using a Strengths Profile)

How: On your own/with your coachee

- 1.** Take a pack of cards, turning over each one and reading the definition on the front.
- 2.** As you read them, pile all the ones you find energising (the ones you love to do) in a pile and discard the others.
- 3.** Looking at the energising cards, lay out the ones you also perform well at and discard the others. Use the descriptions on the back to further understand how you feel about these.
- 4.** Split the final pile into two piles, those you use often (**realised strengths**) and those you use less often (**unrealised strengths**). Again, use the definitions on the back to support your understanding.
- 5.** Discuss opportunities to use your **unrealised strengths** more and develop your **realised strengths** even further. Watch out for any overlapped strengths!



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