Uncover Your Dependable Strengths
What You Can Expect

- Learn More About Your Strengths
- Gain Confidence In Yourself
- Connect With Others

© Copyright 2007
Job Interview Role Play

Who has had a job interview within the last few years?
Directions: Join the nine dots with four straight lines, without lifting the pencil or retracing a line.

(Not one person in 100 does it on the first try.)
9 - Dots Solution
Your Potential

80%

Hidden Strengths

20%
Hidden Strengths

❖ Societal Bias
Hidden Strengths

- Societal Bias
- Cover Words
  - labels
  - titles
In This Workshop

Go outside the 9-Dots of...

- **SOCIETEL BIAS** - focus on strengths, not weaknesses
- **COVER WORDS** - look beneath labels/titles to uncover strengths used
- **JOB APPLICATIONS** - realize you have more to offer than asked for in “job descriptions”
Your Potential

20%

80%

5%

Hidden Strengths
Your Potential

20%  
5%  
+25%

80%  
Hidden Strengths
Your Potential

25%  75%

Hidden Strengths

© Copyright 2007
Good Experience

Something...

✓ • you feel you did well
✓ • enjoyed doing
✓ • are proud of

✓ Any time of life
✓ Any part of life
Your Earliest Good Experience
Worksheet #4

- Before the age of 10
- Draw with crayons
Good Experience

Something...

• you feel you did well
• enjoyed doing
• are proud of
BREAK
Demonstration

- How to extract possible strengths from *Good Experiences*.

- The beginning of the steps for eventually identifying *Dependable Strengths*.
Quad Instructions
Worksheets #6, 7, 8, 9

1. LIST 5 of your top 7 Good Experiences.

2. NAME aloud the first Good Experience, then say what you did to make it happen. Quad members can ask questions about WHAT you did and HOW you did it, but NO ‘why’ questions.

3. As you talk and give details, your quad members LISTEN CAREFULLY and WRITE down skills or talents they feel you must have used.

4. Do the same with the remaining Good Experiences.

5. When you finish telling all your Good Experiences, (or times runs out) each listener READS their list of strengths to you out loud, then gives you the list.

6. Listeners ASK you, “How do you feel?” You reply, then another quad member becomes the speaker and the process is repeated until all have had a turn.
Quad Instructions

TIME:

5 MINUTES EACH
Discuss Quad Experience

- What happened for you in this experience?
- What did you see happening for others?
- Did you learn something new about yourself or others?
Benefits So Far

From your work yesterday and last evening...

“How have you benefited so far?”
## Strengths Exploration Chart

**Worksheet #11**

### Your unique pattern of strengths

<table>
<thead>
<tr>
<th>Analysis</th>
<th>Built House</th>
<th>Trip to Texas</th>
<th>Math Article</th>
<th>Youth Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Artistic</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Controls</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coordination</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creative...</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leader</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Organizer</th>
<th>Built House</th>
<th>Trip to Texas</th>
<th>Math Article</th>
<th>Youth Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outdoors</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ownership</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>People</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Perceptive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Persevere</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

© Copyright 2007
Discuss DS Chart

- Do you have strengths that show up in 8-10 (or most) of your Good Experiences? (possible Dependable Strengths).

- Do you have strengths words with few or no check marks? (not Dependable Strengths)

© Copyright 2007
Integrating Information

- Compare *Chart* results and *Worksheet #10* - *(List of 6-10).*

- Revise *List of 6-10* as desired, based on this new information.
Reality Test

- Select a possible Dependable Strength from Worksheet # 10 (List of 6-10)

- Give examples of having demonstrated it in your past experience - *if you have them*

- The more examples (proof), the more “dependable”
A Dependable Strength

Worksheet # 12

Guidelines:

- **FREQUENCY** - does this strength/activity show up in my top Good Experiences?
- **PAST** - is this a strength/activity I have used often in the past?
- **FUTURE** - is this a strength/activity I strongly want in my future life?
- **ENJOY** - is this a strength/activity I enjoy?
- **MOTIVATION** - am I inner motivated to use this strength/activity?
<table>
<thead>
<tr>
<th>My Strength/Activity</th>
<th>Name of strength</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proof #1 (best example)</td>
<td>Describe a specific event demonstrating your strength (it may or may not be a Good Experience). Give details of what you did. Describe the result. The more “proofs”, the more “dependable”!</td>
</tr>
<tr>
<td>Proof #2 (next best example)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Managing projects, programs and people

Proof #1 (best example)

I managed 3 state-wide organizations at the same time. I did strategic planning, budgeting, public relations, problem solving, and chaired Board meetings. I was commended for my effectiveness and success of the organizations.

Proof #2 (next best example)

I managed a community schools program involving 1,000 volunteers and 3,500 participants. I increased participation from 900 to 3,500. The program was recognized as a model for our state.
Discuss Reality Test

- How many were able to select 4-6 possible Dependable Strengths to test out?
- Anyone find a long list of support (proofs) for a strength?
- Anyone find what they thought was a strength but wasn’t?
- How is it to do this?
- Any insights?
BREAK
Talking About Strengths

- A - “There are a number of things I do well. One of my many strengths is...(name it).”

- B - “Prove it”

- A - Give your best example or two of using that strength

- B - Give feedback: clear? concise? convincing?

Switch roles - 3 minutes each.
Discuss Telling Strengths

- How did it feel to be talking about your strengths?
- What did you gain from this?
Realistic – Doers

These types like jobs such as automobile mechanic, air traffic controller, surveyor, farmer, electrician. They like to work outdoors and to work with tools they prefer to deal with things rather than with people.

They are described as:
Conforming, humble, natural shy, frank, persistent, stable, honest, practical thrifty
Investigative – Thinkers

These types like jobs such as biologist, chemist, physicist, anthropologist, medical technologist. They are task-oriented and prefer to work alone. They enjoy solving abstract problems and understand the physical world.

They are described as:

Analytical, curious, introverted, precise, cautious, independent, original, expressive, intuitive, unordered
Artistic – Creators

These types like jobs such as composer, musician, stage director, writer, interior designer, actor/actress. They like to work in artistic settings that offer opportunities for self expression.

They are described as:
Complicated, idealistic, impulsive, nonconforming, emotional, imaginative, independent, original, expressive, unordered
O*NET

Helpers – Social

These types like jobs such as teacher, clergy, nurse, personnel director, speech therapist. They are sociable, responsible, and concerned with the welfare of others. They have little interest in machinery or physical skills.

They are described as:
Convincing, generous, insightful, sociable, cooperative, helpful, king, tactful, friendly, understanding
Enterprising – Persuaders

These types like jobs such as salesperson, manager, business executive, television producer, sport promoter, buyer. They enjoy leading, speaking, and selling. They are impatient with precise work.

They are described as:
Adventurous, domineering, optimistic, risk-taking, ambitious, energetic, self confident, impulsive, popular
Conventional – Organizers

These types like jobs such as bookkeeper, word processing technician, banker, cost estimator, tax expert. They prefer highly ordered activities, both verbal and numerical, that characterize office work. They have little interested in artistic or physical skills.

They are described as:

Careful, conservative, orderly, reserved, conforming, efficient, persistent, structure, self-controller
The End

Congratulations!

Thank You!