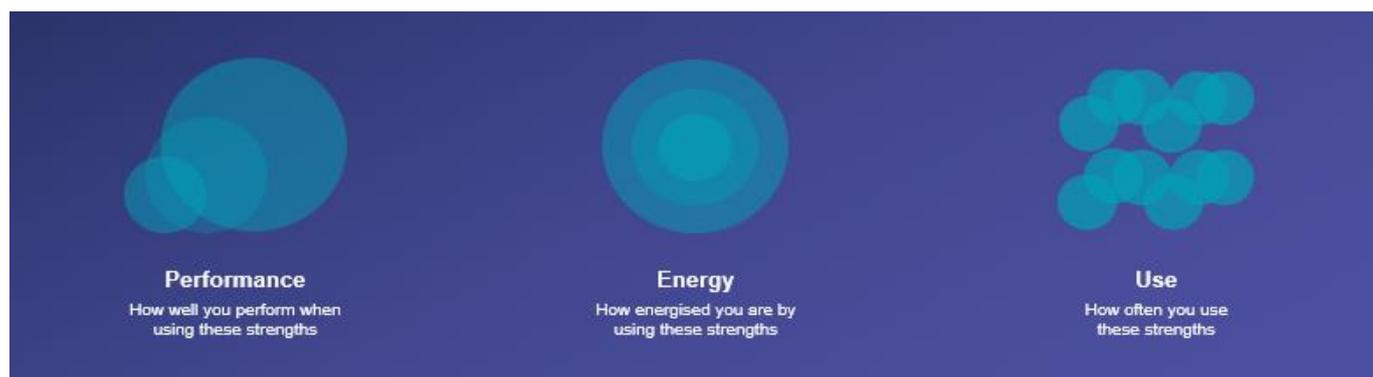
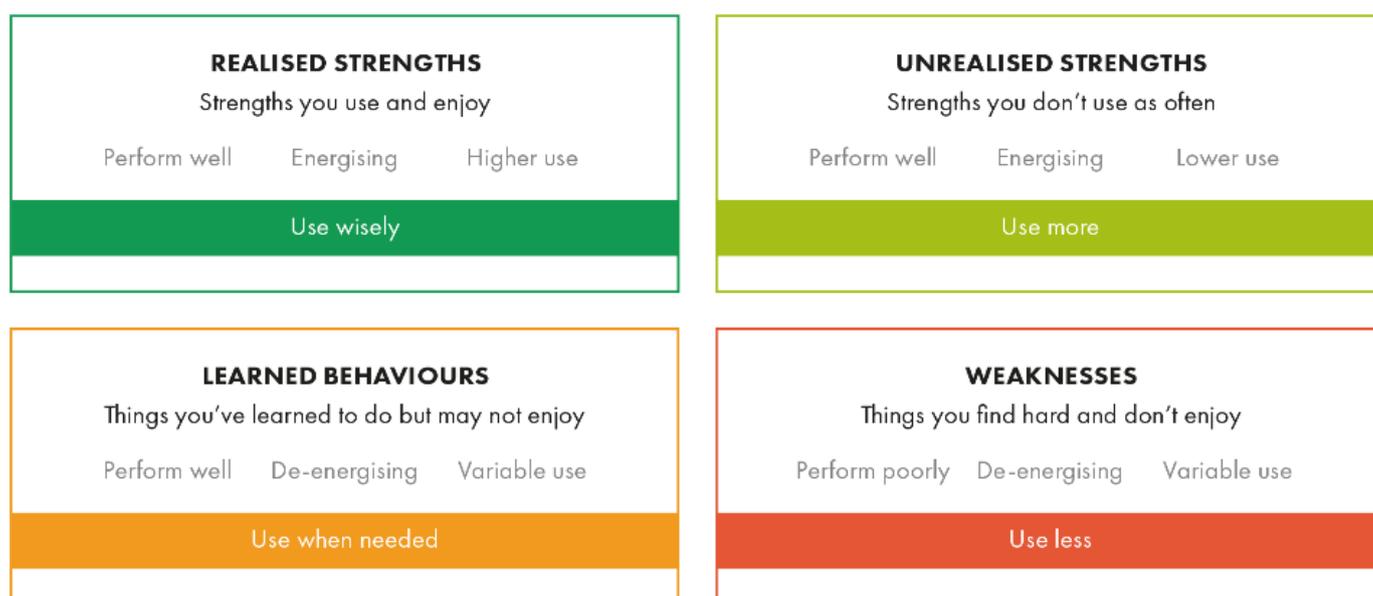


STRENGTHS PROFILE AND HOW THIS SUPPORTS GOAL SETTING

THE CAPPFINITY STRENGTHS APPROACH



THE STRENGTHS PROFILE MODEL



BEING YOUR BEST SELF – THE RIGHT STRENGTH AT THE RIGHT TIME

Which are you most known for? Realised Strengths

Use wisely, as Realised Strengths can be **overplayed**, can **zap energy** and **impact on others around you**. Try to use your realised strengths at the right time as this is where you will yield your success with Unrealised Strengths and Learned Behaviours. Think about what you would like to be known for? Your Realised Strengths should be dialled up and down depending on the context (**think of a volume control**).

1. What activities energise you and how can these support you to reach your goals?
2. Which strengths are most important to you?
3. Are these the strengths that you want to be known for – do they align to your goals?
4. How are your strengths currently serving you?
5. What current situations require you to dial this strength up or down?

QUESTION: Which strengths will help you achieve your career goals?

What learned behaviour is the most draining?

Learned Behaviours

Things to be **proud of, you are good at them, you have learned these**, but you should only use them when needed. They are things that can fall to the bottom of the to-do list, **dial back 10%**. They give you good performance but not energy so should only be used when needed to avoid burnout. Try not to rely on them.

Learned Behaviours arise through a combination of being good at something and receiving positive reinforcement, but you will likely need a holiday after!! **You will not be playing to your strengths** so only use Learned Behaviours as needed rather than relying on them as they could be strengths you are overplaying.

1. Which of these do you need to achieve future success in your goal setting?
2. Which is habit and most de-energising?
3. What would happen if you stopped using X? Could this make room for you to use one of your strengths more? Or could you pause?
4. Can you rely on them only when needed? How would you do this?
5. Who in your team might be able to support your learned behaviours?

QUESTION: What Learned Behaviour would you like to dial back by 10% to save your energy and make it more likely that you will achieve your goals?

Which strengths could compensate for a career critical weakness?

Weaknesses

We all have weaknesses, areas that we tend to perform poorly in or that can de-energise us. It's important to accept that no-one is perfect, and to have an awareness about how to manage weaknesses. Consider how to use your weaknesses less as they can lead to feelings of disengagement, negativity and lack of motivation. Consider who you can ask for help from to address your weaknesses and use your strengths to compensate.

1. Are your weaknesses going to get in the way of your goal setting and success?
2. Do you need any of them to deliver your goals? Ask for help, be honest.
3. How could you reshape your goals to rely on your weaknesses less?
4. How can you use your strengths to compensate? e.g., competitive is common
5. Is there someone in your team that could be a complementary performance partner?

QUESTION: How can you ensure your weaknesses do not negatively impact your future goal setting?

Opportunities, potential – release your best self. Try to increase by 10% so that you are seeing an energy shift from your Learned Behaviours). Draw on as you seek to grow and develop.

1. What goals can you set to challenge yourself to use your unrealised strengths further?
2. How do you feel about your unrealised strengths?
3. Would combining them with any realised strengths help you to achieve your goals?
4. Which ones would you love to dial up (as opposed to should!) and what would be the impact?
5. How might you increase the usage of these strengths to set your goals?

QUESTION:

Which combination of unrealised strengths could you use to help you to define and realise your goals?

REFERENCES

- <https://www.strengthsprofile.com/>
- <https://www.dalmoreassociates.com/>
- <https://www.insightcoachingandconsultancy.co.uk/>