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coaching tools

What makes a strength?

Starting a conversation about what makes us flourish

Goals for today

- Get to know each other
- Exploring strengths
- The Strengths Discovery



What gives you energy?



Energy

Share:

Which activity do you truly enjoy?



Share with a partner (or reflect by yourself).

What gives you energy?



Energy

Share:

Which activity do you truly enjoy?



Share with a partner (or reflect by yourself).



Share:

Which activity drains you?

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Spotting Strengths

What did you observe?

- Language
- Examples
- Authenticity
- Energy level
- Tone & pace

An exercise for your everyday life?

How often do you do your “energy activity”?



Share:

How often do you get to do the energizing activity?



Share with a partner (or reflect by yourself).

Energy





Use



What makes a strength?

Strengths can be characterised by:



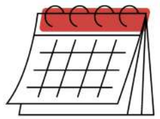
Performance

What are you successful at?



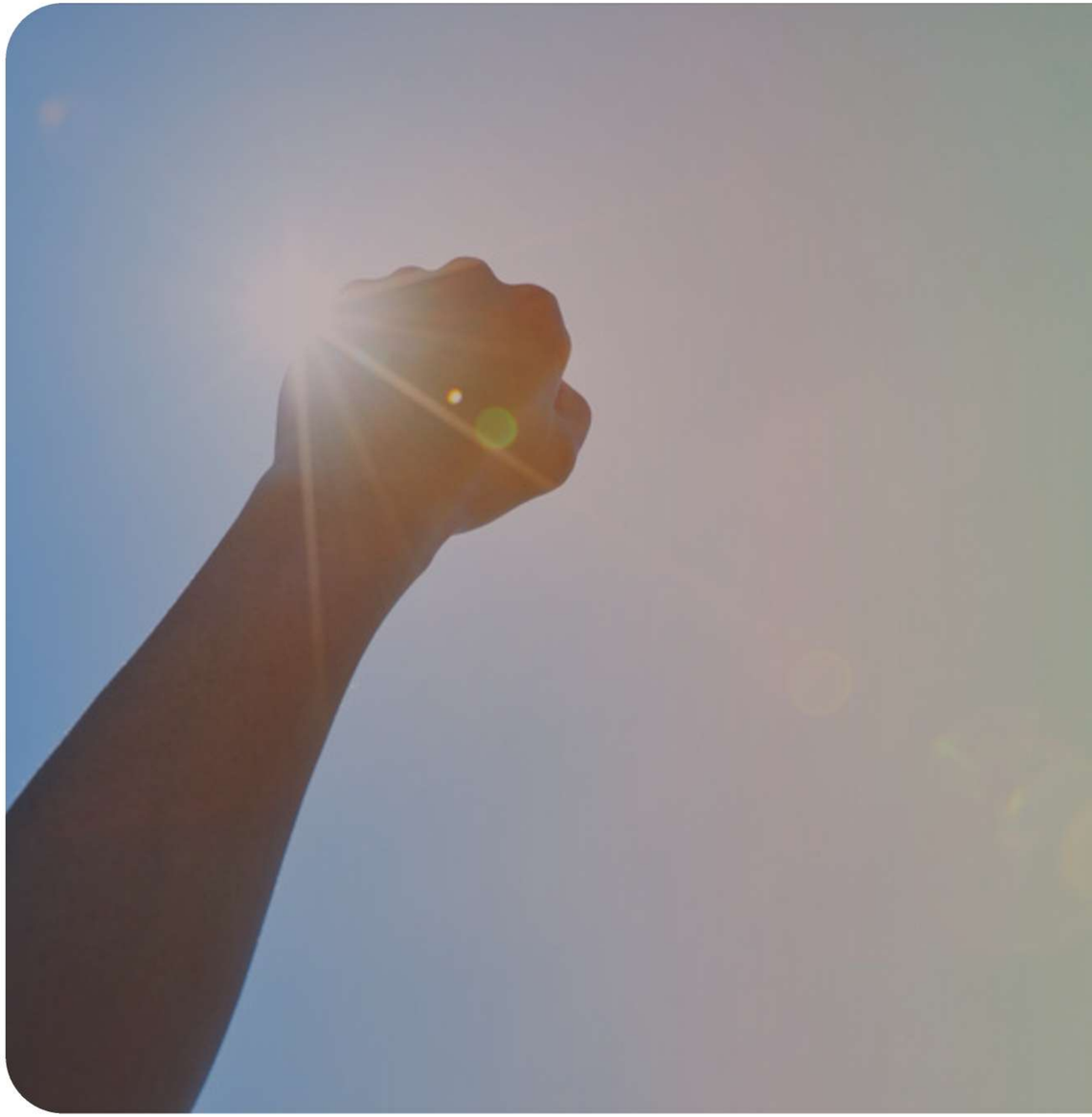
Energy

What gives energy?



Use

What do I often do?



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Discovering strengths

Choose up to 3 cards:

Which of these strengths bring you energy & success?



Categorizing strengths



UNREALIZED STRENGTHS

Used rarely, but Energizing

Using unrealized strengths gives you energy but you aren't able to fully apply them in daily life. Bring them more into awareness and find activities to apply them.

REALISED STRENGTHS

High Performance - Used often - Energizing

Realized strengths are areas you do well, bringing energy and fulfillment. Keep them front of mind and use them more to achieve Flow experiences, success and well-being.

WEAKNESSES

Low Performance and Draining

Weaknesses are areas where you struggle and feel drained. Become aware of them and, instead of struggling, "delegate with pride" all tasks requiring them.

LEARNED BEHAVIOR

Used often, but Draining

Learned behaviors are areas you do often (and possibly well) but find draining. Recognize these behaviors and explore if you can apply strengths or delegate the activities.

Energy





Use



Adapted from Alex Linley, 2008

Categorizing strengths

Go into a (coaching) conversation and explore your strengths:



UNREALIZED STRENGTHS

Used rarely, but Energizing

How can you give this strength more room?

REALISED STRENGTHS

High Performance - Used often - Energizing

Where can you deploy this strength?
Are there areas where you actually 'overuse' it?

WEAKNESSES

Low Performance and Draining

Who - or which strength - can support you in this area?

LEARNED BEHAVIOR

Used often, but Draining

Which strength can you use instead in this area?

Energy





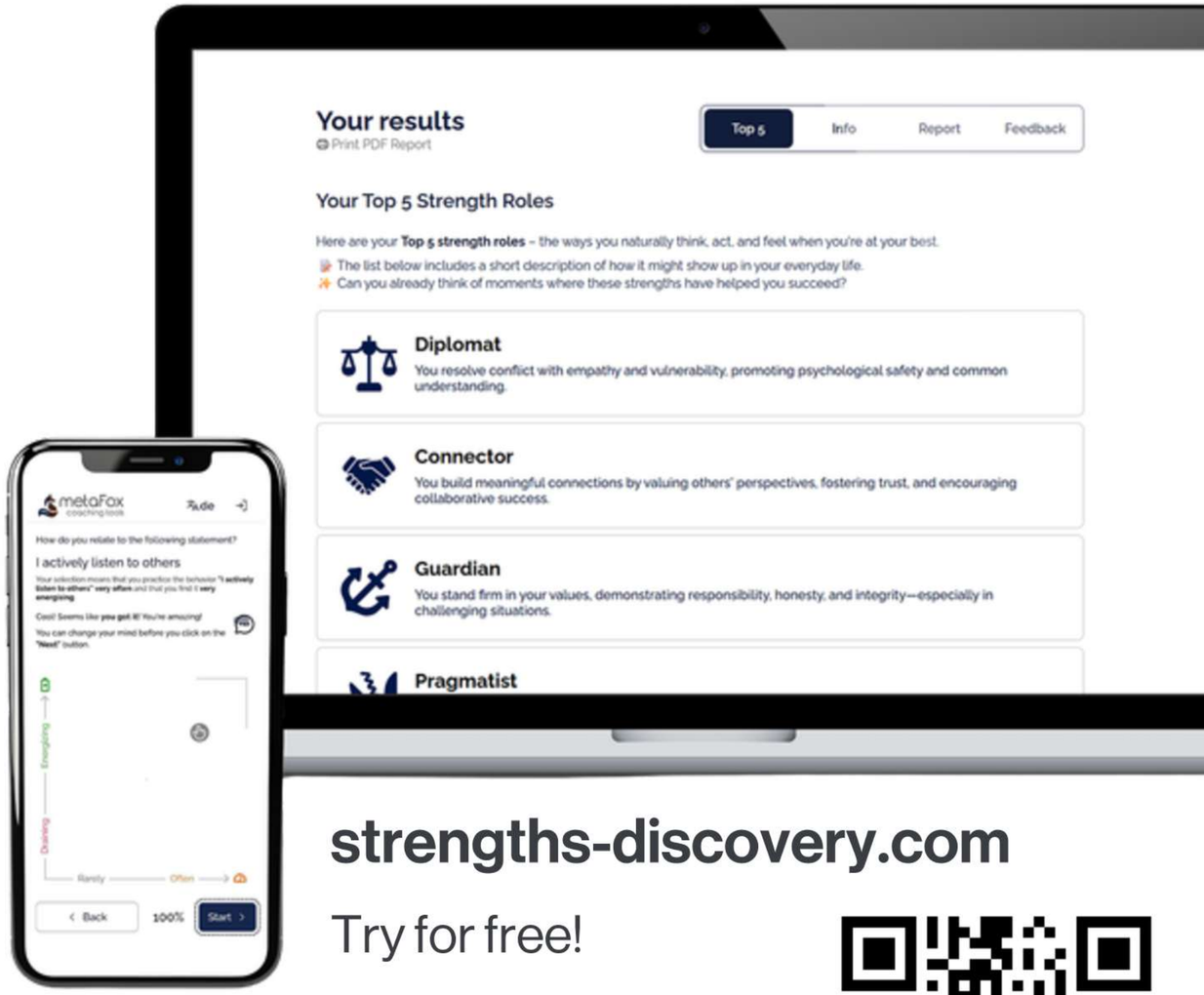
Use



The Strengths Discovery

A browser app for strengths-based coaching and feedback

The metaFox Strengths Discovery enables your client to identify and reflect on their top 5 strengths, categories, overuse and allows to compare perception of self and others.



Process:

- Self-assessment by client (approx. 15 min)

  → Top 5 strengths and categories
- Client invites feedback givers

  → Report with self-perception and feedback mirror
- Coaching conversation based on holistic report.

strengths-discovery.com

Try for free!

Scientifically accompanied by

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From today's workshop I take ...

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THANK YOU!

metaFox Community Call #4



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