



IDENTIFYING STRENGTHS & DEVELOPMENT AREAS

Strengths Exercises

Exercise 1 – High Five

Complete the free [HIGH 5 Test](#) - an online test helping people identify their core Strengths.

Exercise 2 – Strengthsfinder 2.0

Purchase [Strengthsfinder 2.0](#) (in whatever format you want - hardcover, audio) and complete the included test. This resource has a cost associated with it.

Strengths & Development Areas Exercises

Exercise 3 – Johari Window

Complete the free [Johari Window](#) - an online test helping people identify Strengths and potential blindspots or Development Areas.

Exercise 4 – Do your Own 360

To ensure you have an accurate sense of self (other people in your life/work can sometimes see things that you can't see yourself) you need to ask others for some feedback. By asking people for feedback it gives you the opportunity to take stock of how others are perceiving you as a leader. Ask 3-5 people the following three questions:

1. When you think of me in a leadership role (at work, as a community volunteer, etc.) what three words come to your mind to describe me?
2. What is one thing that you notice about me that might be holding me back from being effective? Please be courageous and share this with me - I really want to develop and become the best I can be!
3. What is one way/reason that I make the world a better place?

Brainstorm themes from your conversations. Question 1 and 3 are about your Strengths and question 2 can help you uncover a potential blindspot or Development Area.

Exercise 5 – Reflect on Past Feedback

Take a few minutes to think about some recent feedback you have received and define what skill that the feedback was about. For example, if you were recently given back a draft of a report and asked to make some significant changes this may signal that you could benefit from developing in the area of business writing.

