

FRIDAY

# CLARIFY YOUR STRENGTHS

# INTRODUCTION

Only studying bad will not lead to good in your development.

It is important but not sufficient to work on your weaknesses, because you'll miss out opportunities to expand current strengths to the next level, which is a highly impactful way of developing yourself.

Also seeing your current strengths as areas of development and something to expand even further, is one of the most important decisions to make that will help your development now and in the future.

It will provide you will a source of impact and energy that weaknesses can't do, and having a more deliberate balance between strengths and weaknesses

## STEP 1

- Educate yourself in what a strength actually is, so that you are not just focusing on abilities but also include energy.
- Look at your already existing development focus and consider how you balance is between strengths and weaknesses.

## STEP 2

- Carry out an Energy Journal and ask for external feedback on how other people see you.
- Look for trends and patterns across the collected data and turn it into a first draft of your individual strengths.

## STEP 3

- Choose which strengths to expand and develop even further, because they are linked to your overall development areas.
- Have your leader onboard in the entire process, so that the actions are anchored in your everyday work and activities.

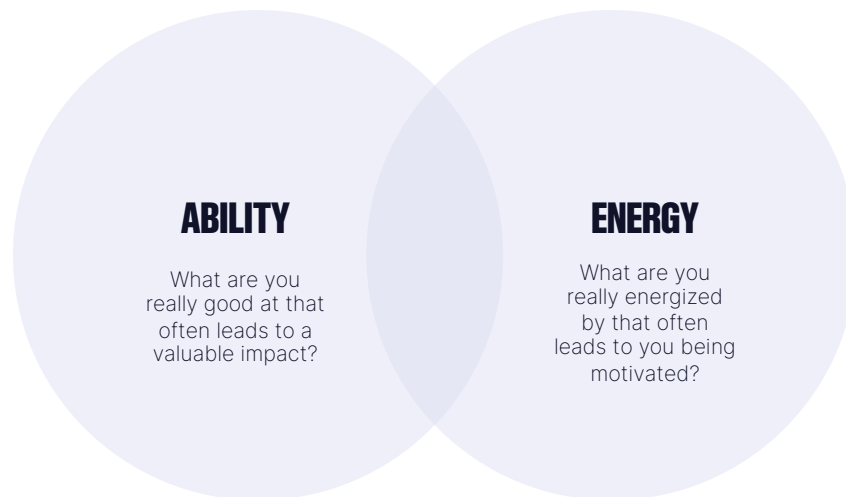
# A STRENGTH IS **NOT** ONLY WHAT YOU ARE GOOD AT

Being good isn't enough when we talk about strengths, because your energy is equally important.

A strength is something you do where both your abilities and energy is at a high level.

To clarify your strengths, you then need to understand and explore both elements and have a balanced approach to development.

Development is both about the few actual weaknesses that needs attention, and it is also about expanding already existing strengths to the next level.



# BEING GOOD ISN'T GOOD ENOUGH



# UNDERSTAND YOUR ENERGY USING AN ENERGY JOURNAL

## TRACK YOUR ENERGY

1. Focus on 10 working days where you track your energy at work.
2. Each day write down the specific activities where your level of energy and motivation was high.
3. Use a scale from 1-10 and track the +7 activities.
4. Finish sentences such as:
  - *'I was full of energy when...'*
  - *'I was very motivated when...'*
  - *'It really made me lean in when...'*

## LOOK FOR PATTERNS

1. Across all the data you now have from the 10 working days look for patterns and trends.
2. Identify the activities with high energy and decode the nature of those.
3. Be very specific about what you do in those activities and what specifically is triggering your energy in a positive way.
4. The more concrete and specific you can get – the better and the more useful the data will be afterwards.



Take all your inside-out data and compare it with your outside-in data.

# UNDERSTAND YOUR ABILITIES USING AN OUTSIDE- IN VIEW

## ASK FOR FEEDBACK

1. Find 8-10 people that you trust who can provide valuable insights about your abilities.
2. Ask for their help and view on you, as part of your own work in clarifying your strengths.
3. Ask them questions such as:
  - *'What do you see as my most impactful abilities?'*
  - *'When I am at my best – what do you see I do well?'*
  - *'What impact and value does that often lead to?'*
  - *'Any potential pitfalls I could pay more attention to as well?'*

## LOOK FOR PATTERNS

1. Across all the data from the 8-10 people look for patterns and trends across.
2. Identify the high abilities comments where people see you providing impactful and valuable work.
3. The more concrete and specific feedback you can get – the better and the more useful the data will be afterwards.
4. Remember that feedback is not a window to the truth, but instead a perspective from one angle and one person.



Take all your outside-in data and compare it with your inside-out data.

# MAKE A FIRST DRAFT OF HOW YOU SEE YOUR INDIVIDUAL STRENGTHS

## INSIDE-OUT DATA

What are the main themes and trends from my Energy Journal?

## OUTSIDE-IN DATA

What are the main themes and trends from the outside-in feedback?

## SUMMARY – *I FEEL STRONG WHEN...*

Where do I see an overlap between high energy and high ability activities of mine? Turn every overlap into a strength definition below.

### ***STRENGTH A***

<What do I specifically do when applying this strength?>

<What is it specifically that gives me energy?>

<What are often the circumstances?>

### ***STRENGTH B***

<What do I specifically do when applying this strength?>

<What is it specifically that gives me energy?>

<What are often the circumstances?>

### ***STRENGTH C***

<What do I specifically do when applying this strength?>

<What is it specifically that gives me energy?>

<What are often the circumstances?>

### ***STRENGTH D***

<What do I specifically do when applying this strength?>

<What is it specifically that gives me energy?>

<What are often the circumstances?>

**FRIDAY**

# **MAKING BUSINESS USEFUL**

In the business of making  
business useful.

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