

# Identifying Your Strengths

*Your strengths are those activities that make you feel strong. Some activities make you feel weak, bored or frustrated even though you are quite good at them. These are not your strengths.*

## Think about a time when...

- Someone noticed and commented on something you did very well.
- You did something that made you feel energized and fulfilled
- You did something well and it came to you naturally and without effort.

## Use S.I.G.N.

### Success

What you have done in the past?

### Instinct

Which activities did you look forward to doing repeatedly?

### Growth

Which skills do you seem to pick up rather easily and don't have to try that hard?

### Needs

What activities often fulfill you, and you find you need to do them from time to time?

## The Four Strength Domains

### Strategic Thinking

Individuals with strategic thinking strengths keep us all focused on what could be. The following characteristics are linked to this domain.

- **Analytical**  
People strong in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.
- **Context**  
People strong in the Context theme enjoy thinking about the past. They understand the present by researching its history.

- **Futuristic**  
People strong in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.
- **Ideation**  
People strong in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
- **Input**  
People strong in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.
- **Intellection**  
People strong in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
- **Learner**  
People strong in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.
- **Strategic**  
People strong in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

### Executing

Individuals with executing strengths know how to make things happen. The following characteristics are linked to this domain:

- **Achiever**  
People strong in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.
- **Arranger**  
People strong in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.
- **Belief**  
People strong in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.
- **Consistency**  
People strong in the Fairness theme are keenly aware of the need to treat people the same. They try to treat everyone in the world fairly by setting up clear rules and adhering to them.
- **Deliberative**  
People strong in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.



