



Discover Your Strengths
Coaching and Consulting



Confidence for Career Success

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Discover Your Strengths - AGENDA

- ▶ Introduction
- ▶ Quotation About Success
- ▶ Why People Fail
- ▶ Getting Clear Exercise
- ▶ Why your Strengths aren't visible
- ▶ Why people focus on weaknesses
- ▶ Why people should focus on Strengths
- ▶ What is the definition of the Strength
- ▶ Why Strengths matter to you the most
- ▶ How to find your strengths & Leverage them
- ▶ What to do about your Weaknesses & how to manage them
- ▶ What's next!

We will work together to figure out how to:

- ▶ Create and build the career with self-esteem (Self-confidence) by starting exactly, where you are right now:
 - ▶ **YES, you will know enough!**
 - ▶ **And YES, you are good enough to start your strengths journey!**
- ▶ Get clear on how you can be of the best service to others, what you can offer, and what you should charge, by setting a growth mindset path that leverages your strengths
- ▶ Know exactly how to market yourself (whether in your own business or looking for a career job) without wasting time
- ▶ Confidently connect and win work with the people you most want to support, by being an effective “giver” rather than having to “sell” yourself
- ▶ Consistently be paid what you’re worth, so you can help others who are in need

The wonderful thing about **talents** is that they hold great potential for us. It is through our talents that we tap into our greatest potential for **SUCCESS**.



WHERE PEOPLE FAIL & YOU SHOULDN'T

- ▶ Have you ever tried to do something over and over again but, no matter how hard you tried, you just couldn't get it?
- ▶ We put so much energy into overcoming our weaknesses, we often overlook the importance of cultivating our strengths

WHERE PEOPLE FAIL & YOU SHOULDN'T

- ▶ Humans have a negativity bias
- ▶ A tendency to focus on threats instead strengths
- ▶ We automatically altered to negative stimuli
- ▶ Developing strengths based approach, we can show same sensitivity to positive stimuli

You will discover

- ▶ • What your unique top 5 signature strengths are
- ▶ • Why they are so important for your career success, happiness and wellbeing
- ▶ • How to apply them in different ways in different situations

**“Pick 5 strengths from 54
Strengths Listed
Getting Clear” Exercise
(5 minutes)**



Which 5 strengths from the 54 strengths did you select? (5 minutes)

- ▶ How do you describe yourself to others? What are the top 5 words you'd use to describe yourself?
- ▶ Throughout your day, what most often follows the statement "I am ___" or "I do ___"?
- ▶ How would you like others to describe you if you had a choice?

DID YOU KNOW?

Studies which have found that a focus on using your strengths has shown:

- ▶ • An increase in focus and engagement of tasks
- ▶ • Greater productivity
- ▶ • Improved wellbeing
- ▶ • More job satisfaction
- ▶ • Greater life satisfaction
- ▶ • Achieve goals more effectively
- ▶ • Reduce stress levels

Understanding and growing strengths

Research shows that understanding and growing strengths helps people:

- ▶ perform better,
- ▶ achieve results faster,
- ▶ feel more resilient and
- ▶ increases engagement and satisfaction in their work.

WHY YOUR STRENGTHS'S AREN'T VISIBLE

- ▶ Do we all have strengths?
- ▶ Yes! We all have strengths, but we may not know what they are.
- ▶ Research suggests that only 30% of people can name what their own strengths are, which might be why people may feel that they don't have any strengths.
- ▶ Unfortunately, most of us have little sense of our talents and strengths. Instead...we become experts in our weaknesses and spend our lives trying to repair these flaws, while strengths lie dormant and neglected.

WHY PEOPLE FOCUS ON WEAKNESSES

- ▶ If your child shows up at home with the following grades:
A, C & F
- ▶ Which one deserves the most attention?

Conventional wisdom...

tells us that we learn from our mistakes.

The strength movement says that all we learn from mistakes are the characteristics of mistakes.

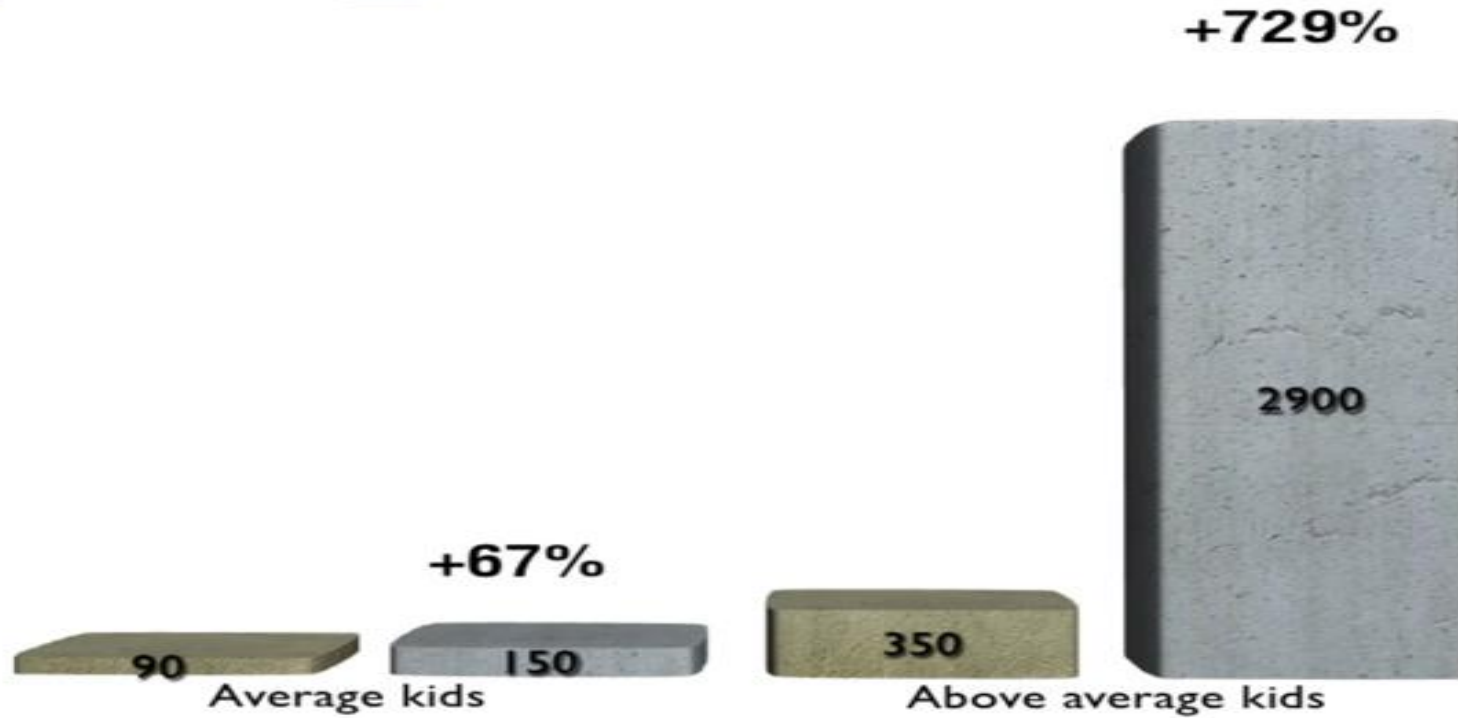
If we want to learn about our successes, we must study success.

WHY PEOPLE FOCUS ON WEAKNESSES

- ▶ We learn best on our strengths
- ▶ 6,000 students in speed reading class
- ▶ Average students 90 words/minute
- ▶ Above average group 350 words/minute

WHY PEOPLE FOCUS ON WEAKNESSES

■ Before ■ After



Human Psychology

Deficit Approach

- ▶ Study what is wrong with people



Strengths Based Approach

- ▶ Study what is right with people



Strengths Based Approach

*“You can’t be anything you want to be,
but you can be a whole lot more of who
you already are.”*

- Donald Clifton



WHAT IS STRENGTH

- ▶ Example: Talking & Communication
- ▶ Knowledge>
- ▶ Skills>
- ▶ Talent>

WHAT IS KNOWLEDGE

Knowledge is defined as

- ▶ Facts
- ▶ Lessons
- ▶ Information
- ▶ Can be learned

WHAT IS SKILL

Skill - Described as steps of an activity which can be learned

For example:

- ▶ Step 1 - Boil Water
- ▶ Step 2 - Put in Noodles
- ▶ Step 3 - Wait 5 minutes
- ▶ Step 4 - Done

WHAT IS TALENT

- ▶ Patterns of thought, feeling or behavior
- ▶ Enduring occurs naturally
- ▶ Productively applied
- ▶ CANNOT be learned
- ▶ Essential to a strength

We each have great talents, and the more we know about them, the more we can understand what makes us **SPECIAL** and how we can use our talents to do things exceptionally well.

WHAT IS STRENGTH



KNOWLEDGE, SKILL, TALENT

“Black, 4 wheels,
horsepower”



Intro, road test,
close deal



“Your neighbour
is interested”



WHY STRENGTHS MATTER TO YOU?

- ▶ **Have more positive interactions with people (siblings, parents, teachers, co-worker, strangers, friends)**
- ▶ **Treat people better**
- ▶ **Achieve more on a daily basis**
- ▶ **Have more positive, creative and innovative moments**
- ▶ **Achieve excellence in whatever you do**

What are Strengths?

- Talents
- Skills
- Knowledge
- Interests
- Dreams/Hopes/Goals
- Creativity
- Culture
- Passion
- Connections

HOW TO IDENTIFY YOUR STRENGTHS

- ▶ When was the last time you did something at work that you lost track of time?
- ▶ Did you find fun?
- ▶ Did you feel fulfilled?
- ▶ Did you achieve something at end of the day?
- ▶ Did it impact to a big picture of your visionary goal?
- ▶ That is the strength you played at optimum level!

WHY STRENGTHS MATTER TO YOU?

(5 minutes - with comments from participants)

- ▶ **Video clip - Science of Strengths (First three minutes)**
- ▶ **<https://www.youtube.com/watch?v=U3nT2KDAGOc>**

What's Next? (5 Minutes):

HOW TO IDENTIFY YOUR STRENGTHS

Activity to be completed in your own time

- ▶ Discover your best qualities in 15 minutes with our scientific survey of character strengths.
- ▶ Take free VIA Survey on <http://discoveryyourstrengths.pro.viasurvey.org/Account/Register>
- ▶ Find Your Pathway to Positive with the only free, scientific survey on character strengths. Results create personalized in-depth reports that help you lead a happier, more engaged and satisfying life!

Reflection on your Top 5 Strengths from VIA

- ▶ **Begin to live a life that's more intentional and less reactionary**
- ▶ **Make better decisions based on who you are, rather than who you are supposed to be**
- ▶ **Start spending your time doing what actually matters to you, which in turn positively impacts all those around you, and**
- ▶ **Hopefully!!! be able to release judgment and gain compassion for others and why they do what they do**

Achieve your career goals by leveraging your strengths

GOAL SETTINGS

3 Days

- What could I commit to doing in the next 3 days?

3 Weeks

- What actions can I take in next 3 weeks?

3 Months

- What goals can I aim to achieve in the next 3 months?

We all gratefully appreciate Indian Support Centre management team for this awesome workshop.



*Hope, every participant of today workshop gets a breakthrough success by playing with your strengths!
Best wishes to you and Go, Explore and Get there!!*

Thank you for your participation!

Please visit www.steamexecutive.com to book your coaching session.

*More information by email to Mahesh.Trivedi@steamexecutive.com or
visit DYS website www.discoveryyourstrengths.com.au*

