



#3: Applying Your Strengths at Work

To do what you do best at work, you must identify your talents, aim them toward your work, and grow them into strengths. None of this happens accidentally or automatically but it can happen to those who want to work better.

Question: When have you thought, “I’ve got what it takes” to do this task? How did that feel?

Applying your strengths to the work at hand improves personal confidence, job productivity, sense of ownership, operational efficiency, and your engagement.

Question: What part of Judi’s story stands out to you?

To apply your strengths, start with the end in mind and ask, “What is my intended outcome?” Then track backward and decide which strength/s you’ll use and how you’ll use them.

There’s no “one right way” to use your talents. Mastery comes when you use what you’ve got to do the job. Your talents are made for the situation, so be selective about which you lean into.

Different people can arrive at the same outcome in different ways. The key is not to prescribe which talents are required for a certain job, but rather to decide how one’s talents will be used to succeed at it.

Strengths-based employees start their day by asking, “What must I accomplish today?” and “How will I use my strength/s to do that?”

Question: To what real world task will you apply strength? How will you do that?