



#4: Talking About Your Applied Strengths

Talking about your applied strengths is helpful because it's personal, practical to work, positive and empowering, and part of our company culture.

Question: When have you talked with someone about your strengths? How was that?

A foundational type of strengths conversation is to focus on your role and answer the question, "How do your strengths connect with your role?"

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Another type of conversation is to focus on your current, near-term work to answer the question, "What is something that you're working on this week that is playing to your strengths?"

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A third type of conversation is to think about a recent win: "What is a recent success you had and how did you use your strengths?"

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Put this into practice and be aware of what could keep you from having strengths conversations.