

Dr Gemma Leigh Roberts

USING STRENGTHS TO THRIVE

STEP-BY-STEP
COACHING GUIDE

Positive psychology research has found that those who use their personal strengths are more likely to flourish in life and report overall wellbeing. According to psychologist Martin Seligman, personal strengths are:

Core traits or abilities that are essential to who you are as a person. Seligman states we all have three to seven signature strengths, which feel natural and energising and are based on intrinsic motivation (the motivation to do something because you enjoy it, find it interesting, or fulfil your needs rather than because of outside rewards or pressure).

Your strengths are at the core of your identity and are relatively stable over time. Once you've built awareness about your strengths, the next step is to use them as much as possible.

Being aware of your strengths and using them doesn't mean you have to neglect your development areas. There could be skills, behaviours, or talents you want to develop because they're important to you. But if you shift focus towards your strengths, you'll feel more engaged with life, energised, and likely to feel like the best version of yourself.

There are many ways to identify your strengths. Here are a few simple actions to get you started.

- Focus on building self-awareness by asking people you trust for feedback on your strengths. Sometimes, strengths are such a core part of who we are that we don't notice them; we think everyone has that same strength. If you're exceptionally organised, you might assume that because it's so natural for you, many people have that same strength.
- Keep a journal of daily activities and reflect on what energises and fulfils you. It's important to note that even if you're good at something, that doesn't make it a personal strength. You may have learnt how to complete a task well, but it drains you. When you're using your strengths, it will feel effortless, natural, and energising. Try to notice over time what you enjoy and do well that not everyone around you can do.
- Reflect on past successes. Consider points in time when you felt successful and accomplished. What skills and strengths were you using?

Once you start to identify your strengths over time, focus on ways you can use them more often. This could help you make career and life choices and positively impact your performance and wellbeing.

Feedback from others on my strengths		
Reflections on past successes		
	Activities that energise and fulfil me	Key strength identified
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
Saturday		
Sunday		