

Alex Linley's Top Ten Strengthspotting Tips

- 1. Childhood memories:** What do you remember doing as a child that you still do now – but most likely much better? Strengths often have deep roots from our earlier lives.
- 2. Energy:** What activities give you an energetic buzz when you are doing them? These activities are very likely calling on your strengths.
- 3. Authenticity:** When do you feel most like the “real you”? The chances are that you will be using your strengths in some way.
- 4. Ease:** See what activities come naturally to you, and at which you excel – sometimes, it seems, without even trying. These will likely be your strengths.
- 5. Attention:** See where you naturally pay attention. You're more likely to focus on things that are playing to your strengths.
- 6. Rapid Learning:** What are the things that you have picked up quickly, learning them almost effortlessly? Rapid learning often indicates an underlying strength.
- 7. Motivation:** What motivates you? When you find activities that you do simply for the love of doing them, they are likely to be working from your strengths.
- 8. Voice:** Monitor your tone of voice. When you notice a shift in passion, energy and engagement, you're probably talking about a strength.
- 9. Words and phrases:** Listen to the words you use. When you're saying “I love to...” or “It's just great when....,” the chances are that it's a strength to which you are referring.
- 10. “To do” lists:** Notice the things that never make it on to your “to do” list. These things that always seem to get done often reveal an underlying strength that means we never need to be asked twice.

Adapted from *Average to A+: Realising Strengths in Yourself and Others*, by Alex Linley, published by CAPP Press, 2008