

STRENGTHS ASSESSMENT REFLECTION



Engaging in strength assessments reflection with your colleagues offers valuable insights. These assessments shed light on the top skills that enhance both individual performance and the impact of the team and organization.

YOUR TOP STRENGTHS RESULTS

INDIVIDUAL REFLECTION QUESTIONS FOR SELF ASSESSMENT

- How do these strengths show up at work?
- Reflect on a situation where these strengths have helped me succeed.
- Were there any strengths identified that I didn't realize I had?
- What do I naturally excel at because of my strengths?
- How can I include my strengths when pursuing my goals?
- How do these strengths impact my relationships with colleagues, clients, or team members?
- Do any of my strengths feel overwhelming or lead to burnout?
- How can I make sure I'm using my strengths in a balanced way?
- What parts of my strengths compliment my team members strengths?
- What challenges with colleagues may arise due to differences in strengths? How can I help eliminate these challenges?
- How do my strengths influence how I problem solve or make decisions?

TEAM MEMBERS STRENGTH RESULTS

Documenting the top strength results of your direct manager, senior leaders, peers, direct reports, and other key individuals will provide a deeper understanding of each person.

TEAM MEMBERS RESULTS



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GROUP DISCUSSION QUESTIONS _____

- How can a more balanced team occur with leveraging everyone's strengths?
- Have I noticed any challenges with communication due to differences in strengths?
- When challenges occur due to different areas of strengths, what can I do to resolve/lessen these challenges?
- What can I do to ensure differences in strengths are not sources of conflict?
- How do our colleagues' strengths influence their decision making?
- How can I leverage my teammates strengths where I may be lacking?

MANAGEMENT LENS GROUP DISCUSSION QUESTIONS _____

Note: Management lens questions should be discussed when someone has people management responsibilities.

- How do your top strengths show up when you're leading your team (daily and longer term goals)?
- How do you think the individuals your are leading could experience your strengths differently than you may intend?
- How may your strengths be overused or cause a blind spot? Would this change when handling conflict or pressure?
- Which of your strengths can be utilized to help who you are leading to develop? And when coaching situations occur?
- How can you apply a strength connected to you leading?

POST GROUP DISCUSSION REFLECTION QUESTIONS _____

- How do my colleagues' top strengths align well with their responsibilities?
- What examples can you think of where your colleagues' strengths have contributed to success?
- How do my colleagues' and my strengths compliment each other? How can we collaborate more effectively?
- How can I continually recognize and celebrate my colleagues' strengths?
- What support, feedback, or learning would help you continue to grow your understanding and interaction with different strengths?

