



# SHAPING YOUR FUTURE

PLAY TO YOUR STRENGTHS AND DEVELOP  
A LIFE YOU LOVE



# KILLER QUESTIONS

- \* **WHAT'S GOING WELL IN YOUR ROLE? HAVE YOU HAD ANY WINS (BIG OR SMALL) THIS WEEK?**
- \* **WHAT CHALLENGES ARE YOU FACING? WHERE ARE YOU STUCK?**
- \* **WHAT IS THE BUSINESS DOING, OR CAN BE DOING, TO MAKE YOU MORE SUCCESSFUL?**
  - \* **ON A SCALE OF 1-10, HOW HAPPY ARE YOU? WHY?**
  - \* **WHAT'S THE BEST THING THAT HAPPENED TO YOU THIS WEEK, EITHER AT WORK OR OUTSIDE OF IT?**
- \* **WHAT ONE IDEA DO YOU HAVE THAT WOULD IMPROVE WHAT WE DO?**
- \* **WHAT WERE SOME GREAT CONTRIBUTIONS MADE BY OTHER TEAM MEMBERS THIS WEEK?**
  - \* **WHAT WOULD YOU LIKE TO LEARN MORE ABOUT?**



# KILLER QUESTIONS

What's going well in your role? Have you had any wins (big or small) this week?

What's the best thing that happened to you this week, either at work or outside of it?

What challenges are you facing? Where are you stuck?

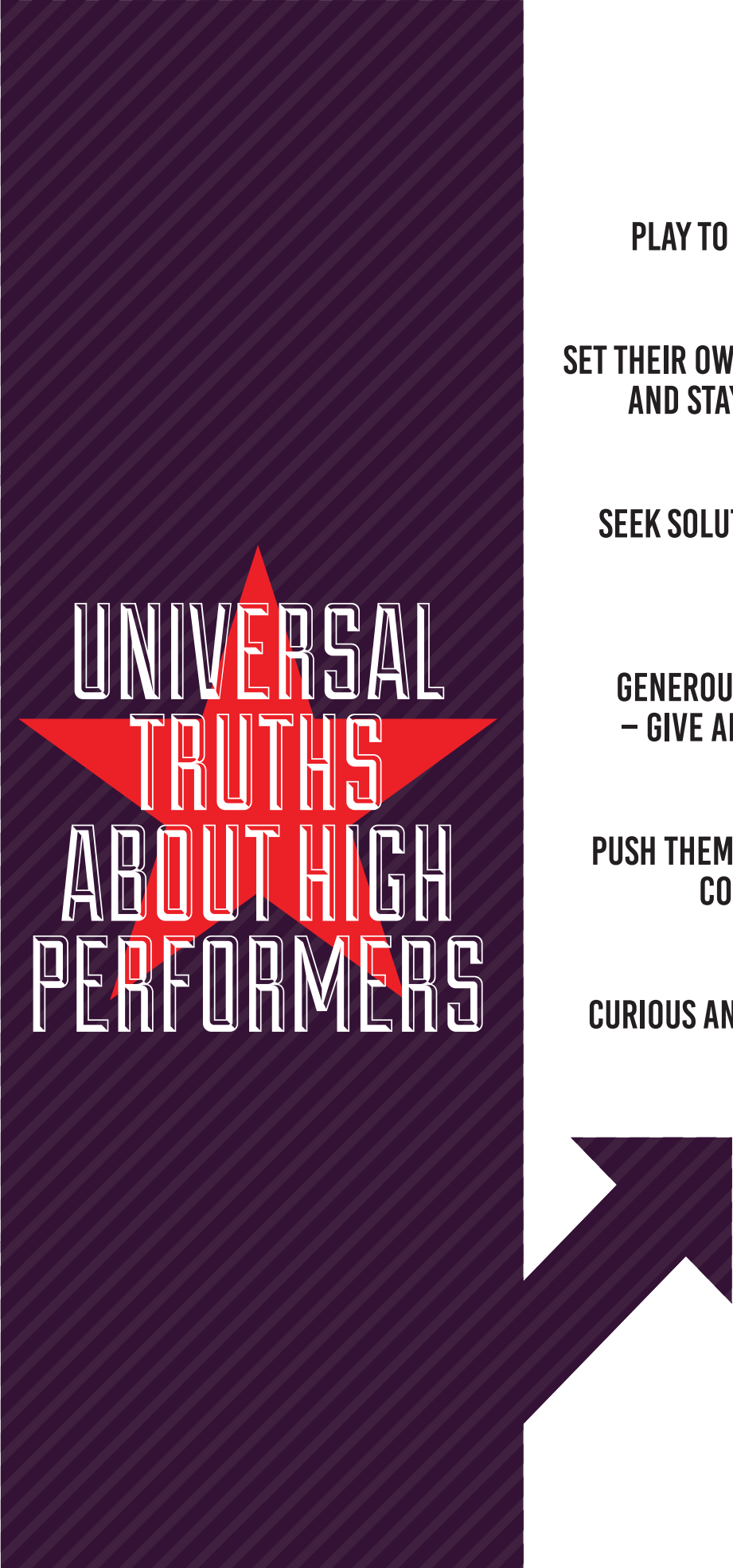
What one idea do you have that would improve what we do?

What is the business doing, or can be doing, to make you more successful?

What were some great contributions made by other team members this week?

On a scale of 1-10, how happy are you? Why?

What would you like to learn more about?



**UNIVERSAL  
TRUTHS  
ABOUT HIGH  
PERFORMERS**

**PLAY TO THEIR STRENGTHS**

**\***

**SET THEIR OWN PACE AND DIRECTION  
AND STAY ONE STEP AHEAD**

**\***

**SEEK SOLUTIONS AND PROBLEM  
SOLVE**

**\***

**GENEROUS COMMUNICATORS  
– GIVE AND SEEK FEEDBACK**

**\***

**PUSH THEMSELVES OUT OF THEIR  
COMFORT ZONE**

**\***

**CURIOUS AND INQUISITIVE MINDS**

# PEOPLE WHO FOCUS ON THEIR STRENGTHS ARE...

3

X

MORE LIKELY TO  
HAVE AN EXCELLENT  
QUALITY OF LIFE

6

X

MORE LIKELY TO BE  
ENGAGED IN THEIR  
WORK

HOWEVER ONLY...

1/4

OF PEOPLE HAVE THE  
OPPORTUNITY TO DO  
WHAT THEY DO BEST  
EVERY DAY\*

\*Gallup

STRENGTHS ARE UNDERLYING  
QUALITIES THAT ENERGISE US AND  
THAT WE ARE GREAT AT OR HAVE THE  
POTENTIAL TO BE GREAT AT

STRENGTHSCOPE





# DEFINITION OF A STRENGTH

## **SUCCESS**

WHEN YOU DO IT YOU FEEL EFFECTIVE

## **INSTINCT**

BEFORE YOU DO IT, YOU ACTIVELY LOOK FORWARD TO IT

## **GROWTH**

WHILE YOU ARE DOING IT  
YOU FEEL INQUISITIVE AND FOCUSED

## **NEEDS**

AFTER YOU HAVE DONE IT,  
YOU FEEL FULFILLED AND AUTHENTIC



# STRENGTH SPOTTING QUESTIONS



Think of a time when you were performing at your best, feeling totally energised and absorbed in your work. What were you doing and how were you behaving?

Think of a time when you were doing work that sucked all the energy out of you. What type of work was it and how did it make you feel or behave?

What three words would best describe you?

**1**

**2**

**3**

What do people come to you for? When do people ask for your involvement?

What would your team mates say you were brilliant at and what would they say your blind spots are?

# 24 STRENGTHS

## STRENGTHSCOPE

### **COLLABORATION**

You work cooperatively with others to overcome conflict and build towards a common goal.

### **COMMON SENSE**

You make pragmatic judgements based on practical thinking and previous experience.

### **COMPASSION**

You demonstrate a deep and genuine concern for the wellbeing of others.

### **COURAGE**

You take on challenges and face risks by standing up for what you believe.

### **CREATIVITY**

You come up with new ideas and original solutions to move things forward.

### **CRITICAL THINKING**

You approach problems and arguments by breaking them down systematically and objectively.

### **DECISIVENESS**

You make quick, confident and clear decisions, even when faced with limited information.

### **DETAIL ORIENTATION**

You pay attention to detail in order to produce high quality output, no matter what the pressures.

### **DEVELOPING OTHERS**

You promote other people's learning and development to help them achieve their goals and fulfil their potential.

### **EFFICIENCY**

You take a well-ordered and methodical approach to tasks to achieve planned outcomes.

### **EMOTIONAL CONTROL**

You are aware of your emotional 'triggers' and how to control these to remain calm and productive.

### **EMPATHY**

You readily identify with other people's situations and can see things clearly from their perspective.

### **ENTHUSIASM**

You demonstrate passion and energy when communicating goals, beliefs, interests or ideas you feel strongly about.

### **FLEXIBILITY**

You remain adaptable and flexible in the face of unfamiliar or changing situations.

### **INITIATIVE**

You take independent action to make things happen and achieve goals.

### **LEADING**

You take responsibility for influencing and motivating others to contribute to the goals and success of their team and organisation.

### **OPTIMISM**

You remain positive and upbeat about the future and your ability to influence it to your advantage.

### **PERSUASIVENESS**

You are able to win agreement and support for a position or desired outcome.

### **RELATIONSHIP BUILDING**

You take steps to build networks of contacts and act as a 'hub' between people that you know.

### **RESILIENCE**

You deal effectively with setbacks and enjoy overcoming difficult challenges.

### **RESULTS FOCUS**

You maintain a strong sense of focus on results, driving tasks and projects to completion.

### **SELF-CONFIDENCE**

You have a strong belief in yourself and your ability to accomplish goals.

### **SELF-IMPROVEMENT**

You draw on a wide range of people and resources in the pursuit of self-development and learning.

### **STRATEGIC MINDEDNESS**

You focus on the future and take a strategic perspective on issues and challenges.



# MY TOP STRENGTHS

## MY TOP STRENGTHS

DESCRIBE HOW THIS SHOWS UP

## CALL ON ME TO

## CALL ME OUT WHEN






# TALENT SPOTTING

**TEAM MEMBER  
NAME**

**TOP  
STRENGTHS**

**CALL ON  
THEM TO**

**CALL THEM  
OUT WHEN THEY**


# FUTURE FOCUSED

SETTING YOUR OWN  
DIRECTION AND PACE

WE ARE GOING TO EXPLORE WHERE YOU WANT  
TO BE IN THE FUTURE AND WHAT YOU WANT TO  
BE DOING.

\*

WE WILL THEN MAP THIS BACK TO WHAT YOU  
ARE DOING TODAY.

\*

EQUALLY IMPORTANT IS TO UNDERSTAND THE  
MOTIVATION BEHIND YOUR FUTURE PLANS.

\*

DURING THE NEXT ACTIVITY WE WANT YOU TO  
EXPLORE THIS BY UNDERSTANDING...

...WHY IS THAT  
IMPORTANT  
TO YOU

# TIME TRAVEL



## WHIZZ FORWARD 5 YEARS

Where would you like to be in 5 years' time?  
What kind of work will you be doing and what kind  
of lifestyle will you be living?  
Describe how it looks and feels, and how it sounds like.

- \* What inspires you?
- \* What is important to you?
- \* What is your big dream?
- \* What is your biggest bugbear – something you want to avoid in the future?
- \* If you had a magic wand, what would you change about life today?

## ZOOM BACK TWO YEARS FROM THEN

What will you need to be doing in 2 years' time to be on track to achieving your 5 year plan?

# HERE & NOW



## BACK IN THE ROOM...

Think about your current role, team projects and work related initiatives. Discuss in pairs, what you can start doing now to develop the following:

**SKILLS OR KNOWLEDGE YOU WILL NEED TO HAVE IN THE FUTURE THAT YOU COULD START DEVELOPING TODAY?**

**STRENGTHS OR BEHAVIOURS YOU WILL NEED IN THE FUTURE THAT YOU COULD START DEVELOPING TODAY?**

**EXPERIENCE YOU WILL NEED TO HAVE HAD IN THE FUTURE THAT YOU COULD START TODAY OR SET IN PLACE?**

**WHAT ARE YOUR KEY DRIVERS AND MOTIVATORS WHEN THINKING ABOUT THE FUTURE?**



# DEVELOPMENT PICK AND MIX



**STRETCH  
ASSIGNMENTS**



**NEW  
PROJECTS**



**NETWORKING**



**'FIX IT'  
PROJECTS**



**HIGH PROFILE  
ASSIGNMENTS**



**SKILLS  
TRAINING**



**GROWTH  
PLAN**



**JOB ROTATION  
OR JOB SWAP**



**MENTORING**



**BUDDY UP WITH  
HIGH PERFORMERS**



# SUPPORT TEAM



**ENCOURAGER**

**COACH**

**MENTOR**

**NETWORKER**

**CONNECTOR**

**SPONSOR**

**COLLABORATOR**

**FEEDBACK GIVER**

**1.**  
WHAT MAY BE HOLDING YOU BACK? (IT MAY EXIST NOW OR IT MAY HAVE EXISTED IN THE PAST)?

**2.**  
HOW CAN YOU TACKLE IT?

**3.**  
WHO COULD HELP YOU REMOVE OR OVERCOME YOUR BARRIER?

**4.**  
WHAT ACTION WILL YOU TAKE TO ADDRESS IT IN THE NEXT 7 DAYS?

# BARRIERS TO HIGH PERFORMANCE



IMPOSTER SYNDROME



BLIND SPOTS



FREEDOM TO ACT



HIDDEN TALENTS



ENERGY SAPPING



PRECIOUS TIME



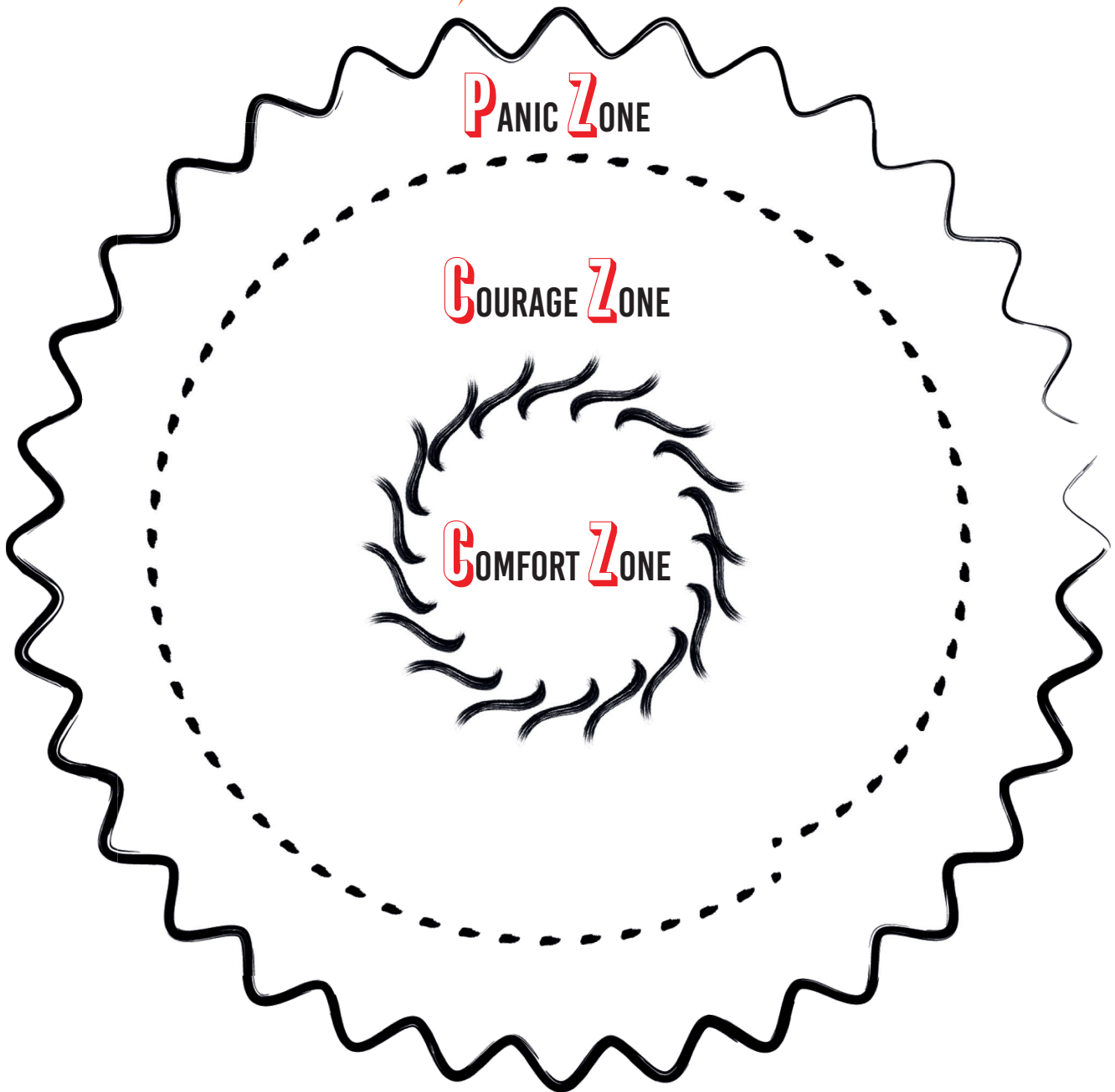
# COURAGE ZONE



**P**ANIC **Z**ONE

**C**OURAGE **Z**ONE

**C**OMFORT **Z**ONE



# COURAGE ZONE



**WHERE CAN YOU JUSTIFY STAYING  
IN THE COMFORT ZONE?**

**WHAT WORK CAN YOU SHIFT  
INTO THE COURAGE ZONE?**

**WHAT WILL YOU NEED TO START, STOP OR  
CONTINUE DOING TO STAY IN THE COURAGE ZONE?**

**WHAT WARNING SIGNALS WILL  
HELP YOU AVOID THE PANIC ZONE?**

**WHO OR WHAT CAN HELP YOU  
STAY OUT OF THE PANIC ZONE?**

**WHAT DO YOU COMMIT TO STARTING  
IN THE NEXT 7 DAYS?**

# NOTES...



# NOTES...



# NOTES...

