

A GIFT FROM THE SAN ANTONIO PROFESSIONAL COACHES



This month's technique

Discover Your Strengths *Come Alive to Outstanding Presence & Performance*

Offered by:
Mike Bellomy
Certified Executive Coach

mbellomy@BellomyGroup.com
www.BellomyGroup.com
210-745-0509

I invite you to embark upon a journey to truly know yourself and to uncover and activate the “strengths” and desires of your heart. The journey to discover your strengths requires commitment, diligence and follow-through.

Step 1: Finding Your Strengths (Get Feedback)

How do others see you? Others will tend to be more objective in their assessment of you than you are of yourself. Get feedback from family, friends, work associates, etc. (a minimum of 10). Initially this may seem awkward, how-

ever, it is worth the effort. People will be intrigued by your curiosity. Intentionally seek diverse perspectives. Use e-mail. It is fast and convenient. Consider the following feedback request:

From your perspective, what 5 positive characteristics/strengths have you observed in me? Please share specific examples of moments when I most effectively or meaningfully used those particular strengths and how they impacted what was going on at the time.

Step 2: Identify Patterns

Review the feedback, consider the sources and document some of your own observations. You should see some common themes begin to emerge. Create a table that helps make sense of the feedback. **Example:**

Theme	Feedback and Self Observation	Possible Interpretation
Ethics, Values, Courage Flexibility	<ul style="list-style-type: none"> ◆ You take a stand when you see others cross the boundaries of ethical behavior ◆ You stand up for what you believe in ◆ You are flexible and willing to learn from others 	<ul style="list-style-type: none"> ◆ I am at my best when I choose the harder right over an easier wrong. ◆ I derive satisfaction when I teach others ◆ I am professionally courageous and flexible
Curiosity Perseverance	<ul style="list-style-type: none"> ◆ You gave up a promising career in the military to get an MBA ◆ You solved a security breach using an innovative approach. 	<ul style="list-style-type: none"> ◆ I like meeting new challenges ◆ I take risks and hang in there despite obstacles

Step 3: Compose Your Self-Portrait

Write a description of yourself weaving themes from the feedback together with your self-observations into a composite of your best self. To easily make positive changes in your life, spend time visualizing your best possible self confidently being who you and others observed you being.

Step 4: Redesign What You Do

Redesign your job and activity choices to build on what you are truly good at. Find others whose strength it is to do those things that need to be done yet are not in line

with your strengths. Create a better fit between your work, life and your best self. Begin making small changes and then larger ones spending more-and-more time doing what you are **GREAT AT** and passionate about doing. You will discover more strengths as you give yourself permission to discover and act on them. You may find that a total job change is on the horizon. **Go For It!** Once you discover who you are at the **Top Of Your Game**, you can use your strengths to better shape the positions you choose to play in the next phases of your life and career.



P.O. Box 780114 - San Antonio, TX 78278-0114 ♦ www.sapca.org

Reference:

Harvard Business Review
Managing Yourself (1/05)
“How to Play to
Your Strengths”