

# STRENGTHS AMPLIFIER

## Purpose

Identify and leverage existing capabilities for greater impact and satisfaction.

## Instructions

Complete this worksheet to develop a deeper understanding of strengths and how to amplify them.

### Part 1: Strengths Identification

#### Performance Patterns

When have you been at your best professionally? Describe 2-3 specific situations:

Situation 1:

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What capabilities did you demonstrate?

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Situation 2:

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What capabilities did you demonstrate?

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Situation 3:

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What capabilities did you demonstrate?

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### **Energy Signals**

Which work activities consistently energize rather than drain you?

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What do these activities have in common?

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### **Feedback Patterns**

What positive feedback do you consistently receive from others?

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What do others come to you for help with?

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### **Quick Learning**

What skills or knowledge have you picked up unusually quickly?

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Why do you think these came easily to you?

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## **Part 2: Strengths Categorization**

Based on the above reflection, categorize your key strengths:

## Thinking Strengths

How you process information and solve problems:

- ☐ Analytical thinking
- ☐ Creative problem-solving
- ☐ Strategic perspective
- ☐ Detail orientation
- ☐ Systems thinking
- ☐ Critical evaluation
- ☐ Learning agility
- ☐ Other: \_\_\_\_\_

Notes on thinking strengths:

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## Execution Strengths

How you get things done:

- ☐ Planning and organization
- ☐ Initiative and drive
- ☐ Reliability and follow-through
- ☐ Adaptability
- ☐ Quality focus
- ☐ Efficiency
- ☐ Resilience
- ☐ Other: \_\_\_\_\_

Notes on execution strengths:

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## Relationship Strengths

How you work with others:

- ☐ Empathy and understanding
- ☐ Communication clarity

- [ ] Collaboration
- [ ] Conflict resolution
- [ ] Influencing others
- [ ] Building trust
- [ ] Network building
- [ ] Other: \_\_\_\_\_

Notes on relationship strengths:

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### Technical/Domain Strengths

Specific knowledge or skills in your field:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## Part 3: Strengths Analysis

### Underutilized Strengths

Which strengths do you have that you're not using enough in your current role?

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What barriers prevent fuller use of these strengths?

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### Complementary Strengths

Which of your strengths naturally work well together?

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How have you combined these effectively in the past?

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### **Development-Ready Strengths**

Which strengths are solid but could become truly distinctive with development?

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What would take these from good to great?

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### **Strength Overuse**

Are any of your strengths sometimes overused or misapplied?

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In what situations does this typically happen?

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## **Part 4: Strength Amplification Planning**

For 3-5 key strengths you want to leverage further, create specific amplification plans:

**Strength 1:** \_\_\_\_\_

Current application of this strength:

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Ways to use this strength more often:

Ways to use this strength more effectively:

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What would help you apply this strength better?

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**Strength 2:** \_\_\_\_\_

Current application of this strength:

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Ways to use this strength more often:

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Ways to use this strength more effectively:

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What would help you apply this strength better?

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**Strength 3:** \_\_\_\_\_

Current application of this strength:

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Ways to use this strength more often:

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Ways to use this strength more effectively:

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What would help you apply this strength better?

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## **Part 5: Strength-Based Opportunities**

Based on your strengths profile, what types of:

Projects would leverage your strengths most effectively?

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Roles might be particularly good fits in the future?

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Collaboration partners would complement your strengths?

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Learning opportunities would enhance your natural talents?

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## **Part 6: Communication and Advocacy**

How will you make your strengths more visible in appropriate ways?

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How will you communicate what you do best to key stakeholders?

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How can you advocate for opportunities that leverage your strengths?

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## **Additional Context:**

Research consistently shows that people who use their strengths regularly:

- Are more engaged and satisfied at work
- Make greater contributions to their organizations
- Experience less stress and burnout
- Learn and grow more rapidly
- Achieve higher performance overall

This doesn't mean ignoring development areas, but rather building from a foundation of what you do best. The most effective development often comes from:

1. Building awareness of your true strengths (not just what comes easily)
2. Finding more opportunities to apply those strengths
3. Refining how you use your strengths in different contexts
4. Combining strengths in new ways to address challenges
5. Balancing strengths with complementary capabilities from others

Remember that strengths are not static traits but dynamic capabilities that can be developed and applied with increasing sophistication throughout your career.

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