

FRIDAY *Oph*

**BEING GOOD
ISN'T GOOD
ENOUGH**

IDENTIFY YOUR STRENGTHS

Knowing your strengths is critical to make an impact and to be engaged while developing yourself.

Working on developing yourself you have to have a balanced approach, knowing that development is both about fixing the critical things missing while also developing already existing strengths to the next level.

This both-and perspective is something we very often see is missing when people work with development and you shouldn't make that mistake.

A strength is an activity that makes you feel strong and is the combination of:

- **High impact and value creation externally.**
- **High energy and engagement internally.**



This will impact your value creation, motivation and development. When you commit to this tool fully, you'll have a clear advantage and possibilities to grow your talents further.



8-10 people besides yourself.



2-3 hours.

GETTING INTO THE MINDSET

BE BALANCED

Too much development is only focused on what is missing and lacking, which is not enough. If you want to really move forward you must never forget what you are really good at while being engaged.

Remember, that it is very important also to develop your strengths even further, as well as focusing on the most critical weaknesses that might stand in the way right now.

BE BRAVE

Reach out to people to get a better understanding of how they see your strengths. We can't see it all on our own and we need other people to get a more comprehensive understanding of especially the impact you are able to deliver.

Be brave enough to get different perspectives than your own – you just might get a positive surprise or two.

FOCUS ON ENERGY

A way of defining a strength is: *"Something you do that makes you feel strong"*, and thereby a strength is closely connected to how you feel while doing something.

Energy and engagement is the secret sauce when defining your strengths, so pay close attention to what really gets your going and fired up.

MAKE IT CONCRETE AND ACTIONABLE

When defining your strengths it is important to be as concrete and specific as possible, because your strengths are closely linked to something you do.

It is an activity and behavior of yours creating high impact externally – and high energy and engagement internally.

4 STEPS TO MOVE FORWARD

01 INTRODUCTION

Your strengths are the combination of the areas where you are highly committed and have **high energy** combined with the tasks and situations where you often create **good results**.

When you combine an external and outside-in feedback – with and internal and inside-out feedback – you'll get a pretty good sense of your strengths.

Based on the following two steps make your own first draft of your strengths and share it with people that know you well. Have their perspectives and especially help being as concrete as possible. The more concrete you can get – the easier it is to build on your strengths going forward and move them from one area to another.

02 OUTSIDE-IN FEEDBACK

You choose 8-10 people who can answer the following questions:

- What do you think my talents are and what do I particularly do well that creates value?
- When I am my best what is the specific impact I create?
- What is distinct in my behavior when I am creating high value?

04 SUMMERY

Use these answers to summarize:

- What is it that others say I do really well that also gives me energy?
- What is the specific behavior they pay attention to?
- What are the core themes in the feedback from them?
- What is it specifically that both gives me energy and I am good at?

03 INSIDE-OUT FEEDBACK

You should also get feedback from yourself by doing an energy journal for 8-10 working days, tracking how your energy level is in each activity during the day. Each day write down your energy level for that specific day.

Be as specific as possible. For example, use a scale of 1–10, where 1 indicates very low energy, while 10 indicates a very high energy level. Use sentences such as:

- "I was full of energy when ...".
- "I was very motivated when ...".
- "I was completely drained of energy when ...".
- "It was demotivating when I had to ...".

Again, it is important that you are very specific here, in terms of your actual behavior in certain situations.

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MAKING PURPOSE ACTIONABLE BY FIGHTING BULLSHIT

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@fridaycph // www.fridaycph.com

