



# LEVERAGING STRENGTHS REFLECTING ON WEAKNESSES

Keeping Insights Discovery® Alive – an activity

# STRENGTHS IN ACTION

1. Review the list of **Strengths** in your Insights Discovery profile (from the Key Strengths & Weaknesses section).
2. Select and share 1 strength that has **most contributed to your professional success.**
3. Select and share 1 strength that **has been recognised by a current colleague or manager.**
4. Select and share 1 strength that **could have the most positive impact to this team's success.**

# REFLECTION ON WEAKNESSES

1. Review the list of **Possible Weaknesses** in your Insights Discovery profile (from the Key Strengths & Weaknesses section).
2. Select and share 1 weakness that **you have worked on and improved over time.**
3. Select and share 1 weakness that **you are currently working on to improve** and share how that will benefit you and this team.
4. Select and share 1 weakness that **may be a blind spot for you.**

# MAKING IT REAL - COMMITMENTS

1. Choose one strength to leverage even more in the next 90 days.
2. Create a **specific** goal that describes the behavioural action that you will use to increase the value of this strength to the team.
3. Share the goal out loud and answer the question, “So, what?” (How will this behavioural action benefit the team and how will the team know?)