



Promoting your strengths to further your career

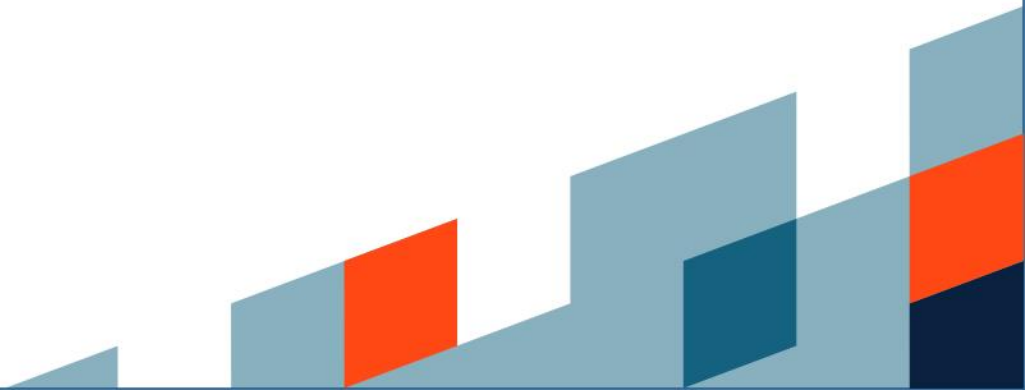
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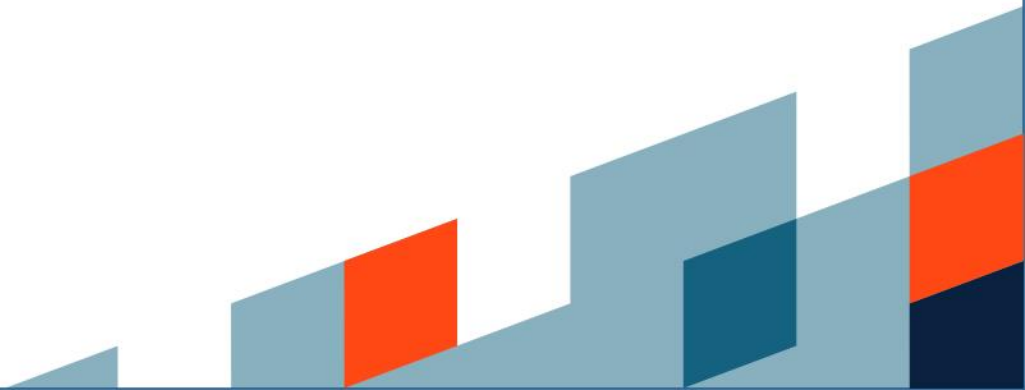
Today's presentation

- Promoting and leveraging strengths – why
- Identifying strengths
- Strengths and link to career progression
- Taking charge of your own career
- Tips
- Q&A



Leveraging strengths

- Professional development – strengths VS non-strengths
- Strengths based career development:
 - **a pre-existing capacity for a particular way of behaving, thinking, or feeling that is authentic**
 - **energising to the person**
 - **enables optimal functioning, development and performance**
- Signature test – experiential activity



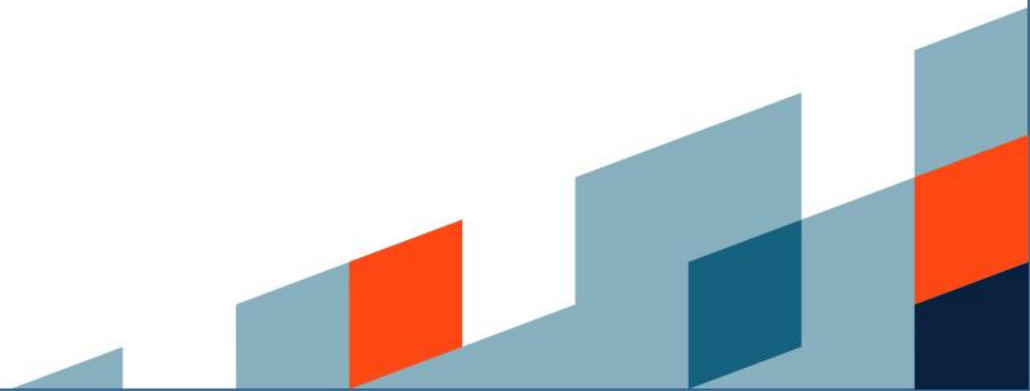
Strengths based career development

- Positive psychology perspective
 - Map an individual's strengths to next career move
 - Transferrable skills/capabilities for CVs and interviews
- Four practices to focus on your character strengths
 - Identify your strengths and how they work together
 - Find your why
 - Develop an trusted group of supportive relationships
 - Address non-strengths in the context of your role (next role) and your strengths



Signature strengths

- Positive emotions = engagement, job satisfaction and career progression
- Signature strengths create positive enabler to career development



<https://www.viacharacter.org/survey/account/register>



VIA SURVEY CHARACTER STRENGTHS ▾ REPORTS COURSES PROFESSIONALS ▾ RESOURCES RESEARCH ABOUT ▾

Please choose one option in response to each statement. All of the questions reflect statements that many people would find desirable, but we want you to answer only in terms of whether the statement describes what you are like. Please be honest and accurate! We cannot rank your strengths until you answer all of the 120 questions.

	Very Much Like Me	Like Me	Neutral	Unlike Me	Very Much Unlike Me
Being able to come up with new and different ideas is one of my strong points.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have taken frequent stands in the face of strong opposition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I never quit a task before it is done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I always keep my promises.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have no trouble eating healthy foods.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I always look on the bright side.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am a spiritual person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to handle myself in different social situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I always finish what I start.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

WISDOM



CREATIVITY

Thinking of new ways to do things is a crucial part of who you are.



CURIOSITY

You like exploration and discovery.



JUDGMENT

You think things through and examine them from all sides.



LOVE-OF-LEARNING

You have a passion for mastering new skills, topics, and bodies of knowledge.



PERSPECTIVE

People who know you consider you wise.

COURAGE



BRAVERY

You do not shrink from threat, challenge, difficulty, or pain.



HONESTY

You live your life in a genuine and authentic way.



PERSEVERANCE

You work hard to finish what you start.



ZEST

You approach everything you do with excitement and energy.

HUMANITY



KINDNESS

You are kind and generous to others.



LOVE

You value close relations with others.



SOCIAL INTELLIGENCE

You know how to fit in to different social situations.

JUSTICE



FAIRNESS

One of your abiding principles is to treat all people fairly.



LEADERSHIP

You excel at encouraging a group to get things done.



TEAMWORK

You excel as a member of a group.

JUSTICE



FAIRNESS

One of your abiding principles is to treat all people fairly.



LEADERSHIP

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TEAMWORK

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TEMPERANCE



FORGIVENESS

You forgive those who have done you wrong.



HUMILITY

You do not seek the spotlight and others recognize and value your modesty.



PRUDENCE

You are a careful person.



SELF REGULATION

You are a disciplined person.

TRANSCENDENCE



APPREC. OF BEAUTY

You notice and appreciate beauty and excellence in all domains of life.



GRATITUDE

You are aware of good things that happen and don't take them for granted.



HOPE

You expect the best in the future, and you work to achieve it.



HUMOR

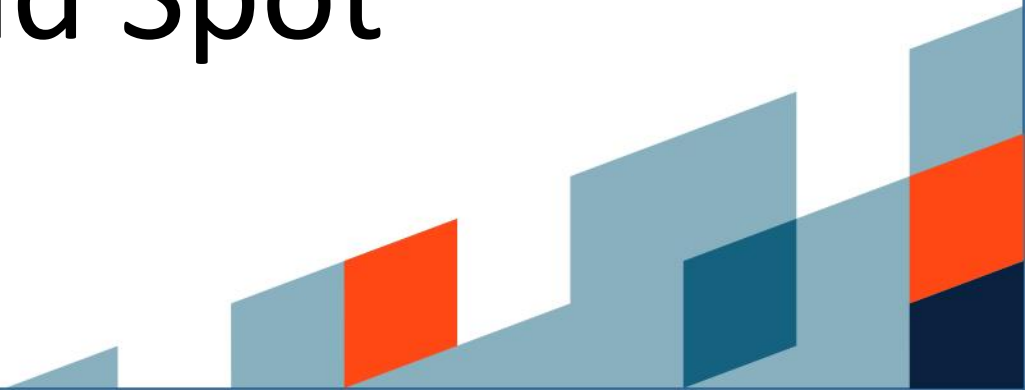
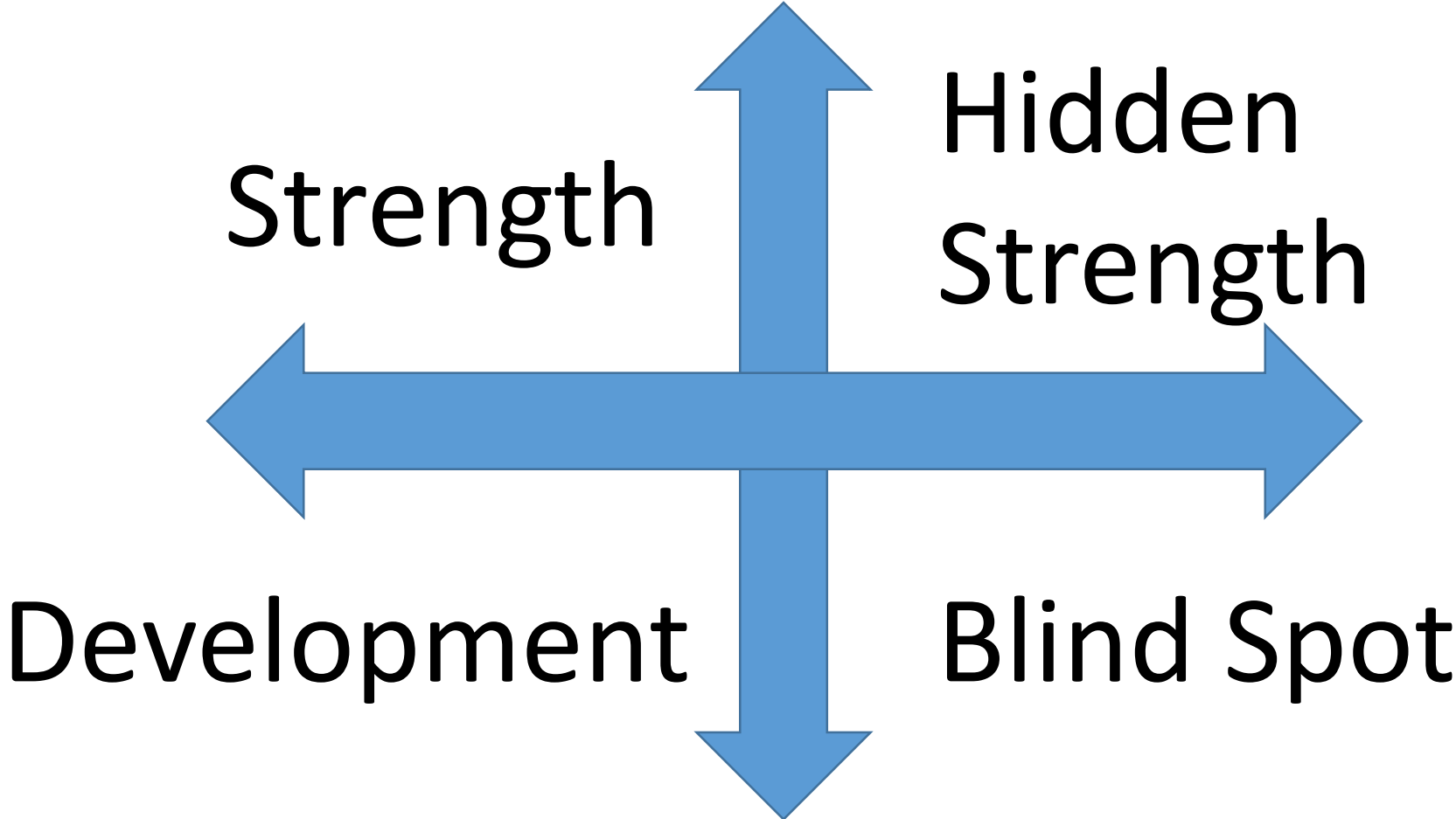
Bringing smiles to other people is important to you.



SPIRITUALITY

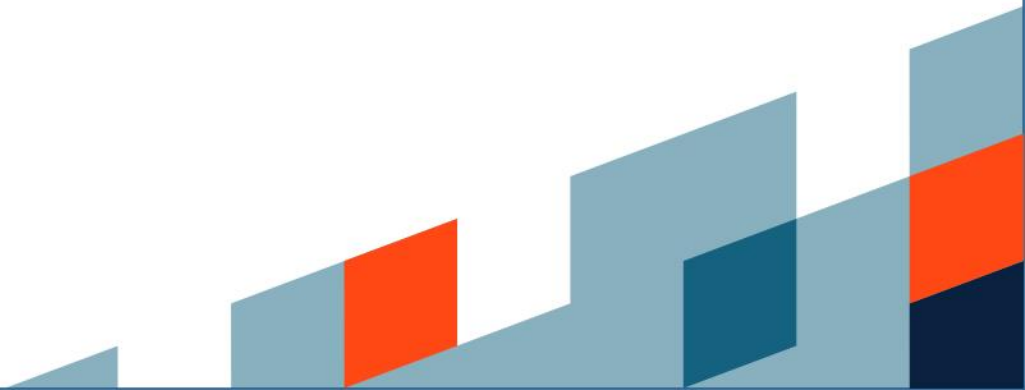
Your beliefs shape your actions and are a source of comfort to you.

Self insight



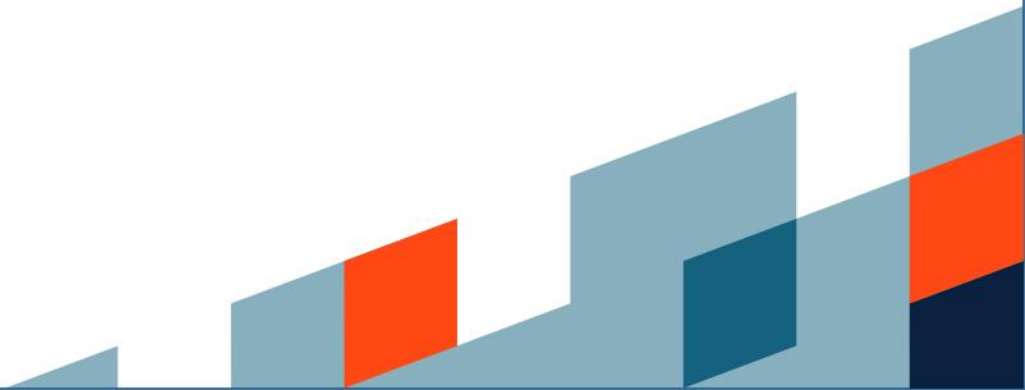
Self analysis

- In pairs - discuss and identify:
 - Strengths
 - Development areas
 - Hidden strengths
 - Blind spots



Strengths and job search

- CV and enhancing your value proposition
- 4-6 key strengths
- Highlight transferable skills/behaviours
- Have your narrative
 - Context and situation
 - Articulation of how and what your strengths are
 - Measurement, metrics or outcomes



Example CV – transferable strengths

Key Achievements¶

- → **Strategy development and implementation:** · Developed, launched and implemented first People Strategy at XXX. · Influenced and managed senior stakeholder's expectations in a political and challenging environment to gain Board endorsement. · People strategy developed and launched in four months. ¶
- → **Business Development:** · Achieved \$1.1M of new business at XXXX. · Worked in culturally challenging environments requiring cultural awareness, excellent relationship building skills and deep knowledge and understanding of talent management. · Won two Business Development Awards at XXXX for exceeding targets. ¶
- → **Innovation:** · Saved \$834K in recruitment spend, this involved reviewing and reducing recruitment providers from 67 to 25, developing and implementing internal recruitment business partner model and developed recruitment measures. ¶
- → **Leadership Development:** · Developed and implemented first People Leaders Development program at XXXX. · Achieved 32% (out of a maximum of 45%) behaviour change and skill development. · Participants received Graduate Certificate/Diploma of Leadership from XXXX University. ¶

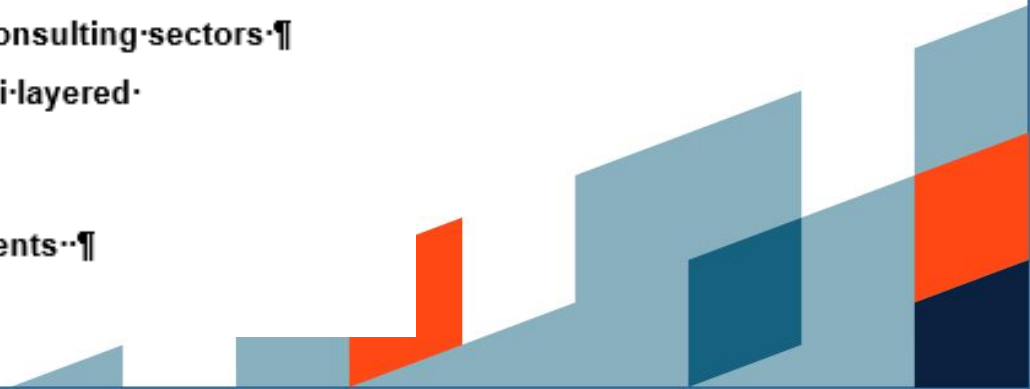
Demonstrated Leadership Strengths¶

Strong commercial acumen and experience across public, private and consulting sectors ¶

Agility and speed to deployment of initiatives within large, complex multi-layered organisations ¶

Positive mindset leading to outstanding stakeholder engagement ¶

Proven international expertise and working in diverse cultural environments ¶
High levels of resilience resulting in delivery of results ¶



What are your achievements and transferrable skills/strengths

Achievements	Transferrable Skills/strengths



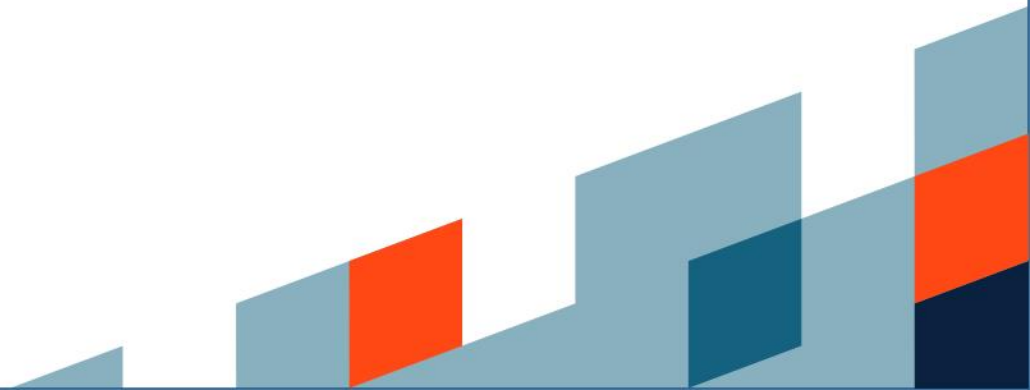
Tips..... ideas.....

- Take time to understand you and your drivers
- Identify people who hold signature strengths you are looking to enhance
- Take time out for you:
 - Allow time for self reflection
 - Keep a gratitude journal to record your signature strengths
 - Find a mentor/coach to challenge your thinking
 - Create your own imagery:
 - Present focus
 - Future focus



Your next move

- In pairs:
 - What will be 1-3 key actions you will do post this conference to enhance your strengths



Q&A

