

RECOGNIZING AND LEVERAGING YOUR STRENGTHS

Significant career success is founded on the ability to recognize and leverage your strengths. Strengths can be skills, specialized knowledge and natural talents. While weaknesses should be mitigated, success is most likely to occur as a result of enhancing and leveraging your strengths. Aligning your strengths with your broad career goals will lead to a higher level of performance. The following list of strengths is adapted from *Transforming Your STEM Career Through Leadership and Innovation* (2012) and *Future Work Skills 2020*. **What strengths do you possess?**

| | Strength | Definition |
|--|---------------------------|---|
| | Cognitive Load Management | ability to discriminate and filter information for importance, maximizes cognitive functioning using a variety of tools and techniques |
| | Consistency | adherence to the same principles, course, form, etc. |
| | Computational thinking | ability to translate large sets of data into abstract concepts and data based reasoning |
| | Context | able to use the past and surrounding environment to make better decisions; can see both the detail and the big picture |
| | Cross-cultural Competence | ability to operate respectfully in different cultural settings and with people from different backgrounds; seeking to minimize impact of limiting stereotypes |
| | Deliberative | acting cautiously with a clear design |
| | Design mindset | ability to represent and develop work processes and tasks for desired outcomes |
| | Developer | reveals untapped potential |
| | Discipline | self-imposed control of one's behavior |
| | Empathy | especially in tune with the emotions of others |
| | Focus | a clear sense of direction |
| | Futuristic | an eye towards the future that drives present action and success |
| | Harmony | achieves success and avoids conflict through consensus (consensus building) |
| | Ideation | adept at seeing underlying concepts that unite disparate ideas |

| Strength | Definition |
|---------------------------|---|
| Inclusive | instinctively works to include others |
| Individualization | draws upon the uniqueness of individuals to create a successful team or plan |
| Input | habit of collecting information or objects for future use |
| Intellection | takes pleasure from thinking, thought provoking conversations and simplifying complex concepts into understandable models |
| Learner | values challenges and learning new things |
| Maximizer | seeks to take people and projects from great to excellent |
| New Media Literacy | ability to critically assess and develop content/uses for new media forms; leverages these media for communicating |
| Novel & Adaptive Thinking | proficiency of creating solutions and responses beyond what is rote or rule-based |
| Positivity | brings the light-side to any situation |
| Persuade | able to persuade others |
| Relator | comfortable with deeper relationships; interpersonal skills |
| Resilient | able to spring back after adversity, despite the challenges - forges ahead |
| Responsibility | follows through on commitments |
| Restorative | thrives on solving difficult problems |
| Self-Assurance | stays true to own beliefs and judgments, and is confident of her/his ability |
| Sense-making | ability to determine the deeper meaning or significance and translate that for others |
| Significance | seeks to be seen as significant to others |
| Social Intelligence | ability to connect to others in a deep and direct way, stimulate interactions |
| Strategic | able to see and/or plan a clear direction in complex situations |
| Transdisciplinarity | ability to understand concepts across multiple disciplines |
| Virtual collaboration | ability to work productively, drive engagement, and demonstrate presence as a member of a virtual team/collaboration |
| [define your own] | |
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