

## 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. Consciously seeks 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

## Strengths Continued:

	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