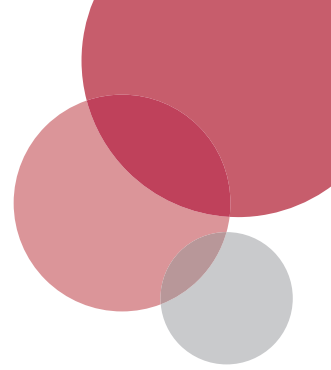


Strengthscope



Strengthscope is a revolutionary assessment tool from the Strengths Partnership, that provides a comprehensive measurement of individuals' and teams' strengths and the extent to which these are productively applied at work.

Gallup conducted research which involved over 2 million employees in 101 companies across 63 countries and asked:

“Do you have the opportunity to do what you do best every day?”

Only 20% of employees working in large organisations felt their strengths were being played to every day which leaves a huge 80% who felt that they do not have the opportunity to play to their strengths at work every day. What effect does this have on employee engagement?

Why is Positive Psychology Important?

- It allows us to refocus from deficit/weakness model to what strengthens and energises people...and at the same time it doesn't deny people have problems and weaknesses
- Its emphasis is strongly on maximising potential
- There is compelling evidence that shows it works

So why focus on strengths?

- Enables people to realise their full potential by freeing up their natural strengths
- Helps people understand and manage their weaknesses and performance blockers
- Improves teamwork by facilitating collaborative working based on team members' strengths
- Builds an overall culture of engagement and excellence

- The bottom line....it improves performance, sustainable growth and competitive advantage

Strength vs. Competency

Competency:

- Job-driven; specific to role
- Normative approach - aim to develop rounded performance
- Can drain energy

Strength:

- Person-driven; crosses organisational boundaries
- Spike approach - recognises individual uniqueness
- Strengthens/energises people

The tool is designed to help individuals and teams identify their distinctive strengths. Strengths are defined as ways of thinking, feeling and expressing your emotions that lead to exceptional performance and energise or strengthen you. Please note that having a strength does not automatically imply competence in that area. It may be that a reported strength is untested for you, requiring development before you become fully proficient in its use. The 360 element of the tool and report is particularly useful as many of us are unaware of our strengths as we take them for granted. Having others comment on our strengths is always illuminating.

