

## Using your strengths

This tool can be used to help mentees identify their strengths, and who and what they can draw upon to support them when faced with challenges at work. The tool can be used by mentors as part of a coaching conversation. A coaching conversation is one in which the mentor does not provide the answers to the problem. Instead, the mentor asks questions (primarily 'how' and 'what') to empower the mentee to identify solutions to the challenges they face.

### Example

Rod is a surgical trainee who is facing a challenge at work. His mentor, Dianne, introduces the Strengths Tool and works collaboratively with Rod to identify and discuss his strengths, and who and what he can draw upon to support him (below).

Once completed, Dianne shifts the conversation to that of a coaching conversation. She asks Rod how he might use his strengths (and their associated behaviours) in being 'adaptable' and 'resilient' to help him in the situation that he had described. Rod talks about specific ways in which he could draw upon these strengths, and he identifies the person who would be able to best support him. Dianne finishes the conversation by asking Rod to make a written note of his intended actions.

<p><b>Your inner qualities</b> (Your strengths, values, principles)</p> <p><i>Adaptable</i> <i>Resilient</i> <i>Loyal</i> <i>Integrity</i></p>	<p><b>Your behaviours</b> (What others see you doing as a result of your inner qualities)</p> <p><i>Go with the flow</i> <i>Can bounce back quickly/stronger</i> <i>Stick by people/show strong support</i> <i>Walk the talk</i></p>
<p><b>Who supports you?</b> (Be specific. Name people)</p> <p><i>Jo (partner)</i> <i>Bob (colleague)</i> <i>Sarb (colleague)</i> <i>Margaret (friend)</i> <i>Karim (friend)</i></p>	<p><b>What systems/infrastructures support you?</b> (e.g. Resources, environment, technology)</p> <p><i>Mentoring program</i> <i>Study group</i> <i>Online social networks</i></p>

**Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

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