

**2023-24**



# **Strengthscope**

# **Resources**

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# GLOSSARY OF KEY TERMS

## **'Bubbling under' strengths**

Those strengths which fall just outside the Significant 7 and are still really energising for us.

## **Energy drainers**

Also referred to as **non-strengths**, these would be the shortest bars on the wheel which will drain our energy if we are expected to use them over a certain period of time. These could be competencies that are not necessarily our strengths (e.g. for some people detail orientation). Some energy drainers might be blockers to our performance while others that are not central to our role are not.

## **Performance risks**

There are three main types of performance risks, things that might affect us reaching our goals:

- Energy drainers  
(that impact on our performance)
- Strengths in overdrive
- Sources of interference/blockers (outside influences)

## **Significant 7**

The Significant 7 strengths refer to the seven highest rated strengths within an individual's Strengthscope® profile.

## **Strength**

We define strengths as underlying qualities that energise us and we are great at (or have potential to become great at).

## **Strength in overdrive**

This occurs when strengths (or a combination of strengths) are overused or used in the wrong way or at the wrong time leading to negative performance outcomes.



Let's start by thinking of a goal, or outcome that you would like to do. This can be short term - or long term.



This will be your destination on the following activities, it helps to look at our goals through the lens of our strength, and we can really see how we will achieve them



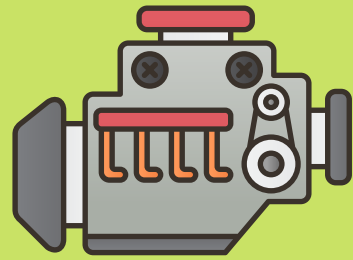
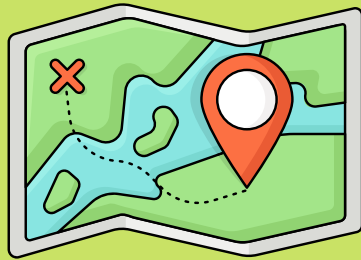
# 7 SIGNIFICANT STRENGTHS



**Your 7 significant strengths are the wind in your sails - pushing you to your goal/destination**

Think about your goal, which of your 7 significant strengths will help you reach it?

Try to think about 3 - and list below specifically how they will help you get there.



**Your “Bubbling under” strengths are extras that can help you get there quicker or more efficiently.**  
Choose one “bubbling under” strength - how can you use this strength to achieve your goal?

A large, empty white rounded rectangle intended for writing an answer to the question above.

**BUBBLING UNDER**



**Experience** - try new things that will improve your strengths - there are examples in your report

**Engage** - look for help and support - your mentor, line manager or someone else you admire

**Educate** - keep learning!

Are there ways you can improve your skills?

Empty rounded rectangular box for notes.

**Below, work out practical steps you are going to take  
with your goal and strengths.**

**What is going to help you get to your goal?**

**Use the SMART goals techniques.**

A large, empty white rounded rectangle intended for writing notes or action steps.

# **ACTION PLANNING**





**Sometimes, we overuse our strengths - sending them into overdrive.**

Like, the wind ripping your sails or blowing you off course, or your arms are injured rowing too much.

Check out the overdrive risks of your significant seven strengths.

Are there any that may be at risk when aiming for the goal?  
Make some notes below:

A large, empty white rounded rectangle intended for taking notes.

**OVERDRIVE RISKS**

## Our non-strengths - or drainers - can be the holes in our boat.

We just have to decide if they are:

**critical** - below the water line and letting in water

**non-critical** - above the water level - not relevant to the current task



Think about your drainers - the shortest bars on your chart - how could they scupper your chances in reaching your goal?

# REDUCING THE RISK

Reduce performance risks



**DIAL UP TO DIAL DOWN**  
the volume of your strengths

OVERDRIVE

**DRAW ON**  
your other strengths and those of others

DRAINERS

**DEVELOP**  
and practice new skills and habits

DRAINERS

Strengthscope® 2006-2021

**Dial up to dial down** - use other strengths more to give the ones in overdrive a rest

**Draw on** - other strengths or “bubbling unders” that will help you mitigate the risk of using the drainer

**Develop** - ways of working that practise using your strengths rather than your drainers

Which ways will you cork those holes in the boat?



Below, work out practical steps you are going to take with your goal and poor performance risks - overdrive and drainers.

What is going to help you get to your goal?

Use the SMART goals techniques.

A large, empty, rounded rectangular box with a light cream background, intended for writing action plans.

Lets commit to some real actions, we have started you off!

Action	By When	Complete
<i>Discuss my Strengthscope report with my mentor</i>		
<i>Discuss my Strengthscope report with my line manager</i>		
<i>Check out the additional resources, short course etc on the Strengthscope Portal</i>		

**ACTION PLAN**

Don't hesitate to get in touch if you want more information or support during your journey:

**General queries to HDN and the Mentoring team;**



**Mentoring@housingdiversitynetwork.co.uk**



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## **Address**

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## **Socials**

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