



# Staff Mentoring Programme 2022 – 2023

Strengthscope Workshop

Nov 2023

"Don't push your weaknesses, play with your strengths."

Jennifer Lopez

# Ground Rules

We want to create a safe space in which we can work and learn together:

- Treat everyone with respect
- Be considerate of diverse personal experiences, backgrounds and needs
- Encourage each other to contribute
- Challenge ideas, not individuals
- Ask questions, share your views and give feedback
- Keep your video on and audio off unless speaking

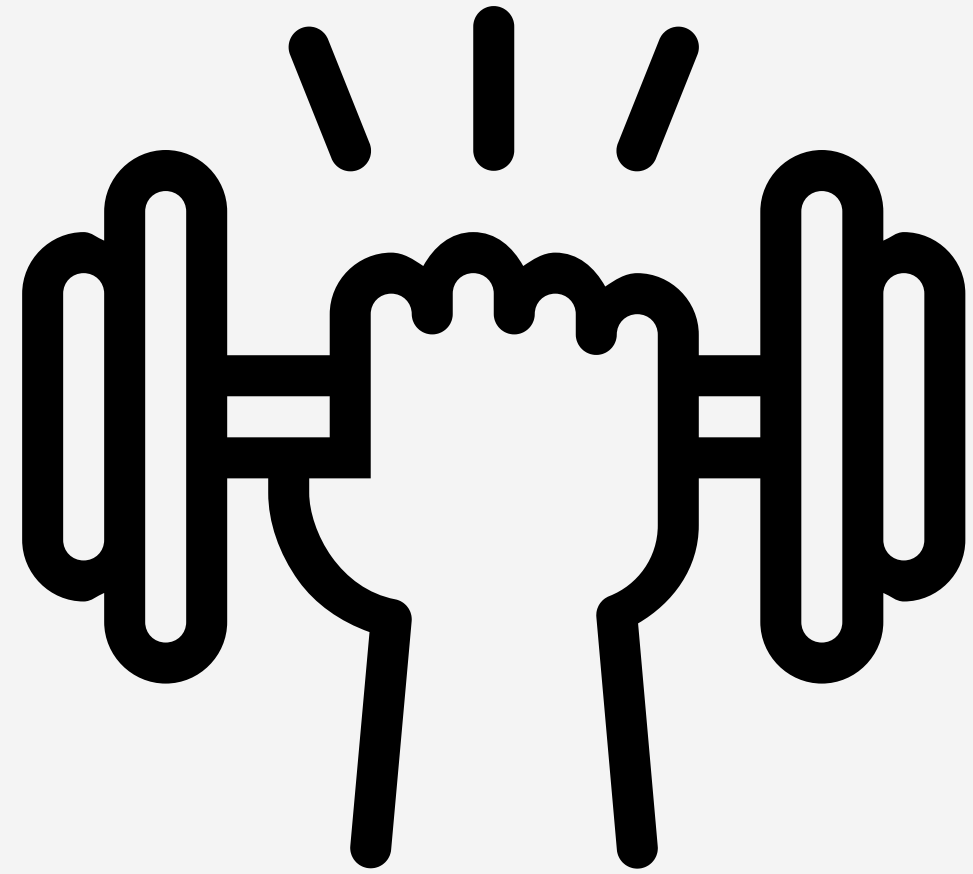


# What we will cover today...

- The Strengthscope way of working
- The strengths
- Your report
- Using the report in goal setting



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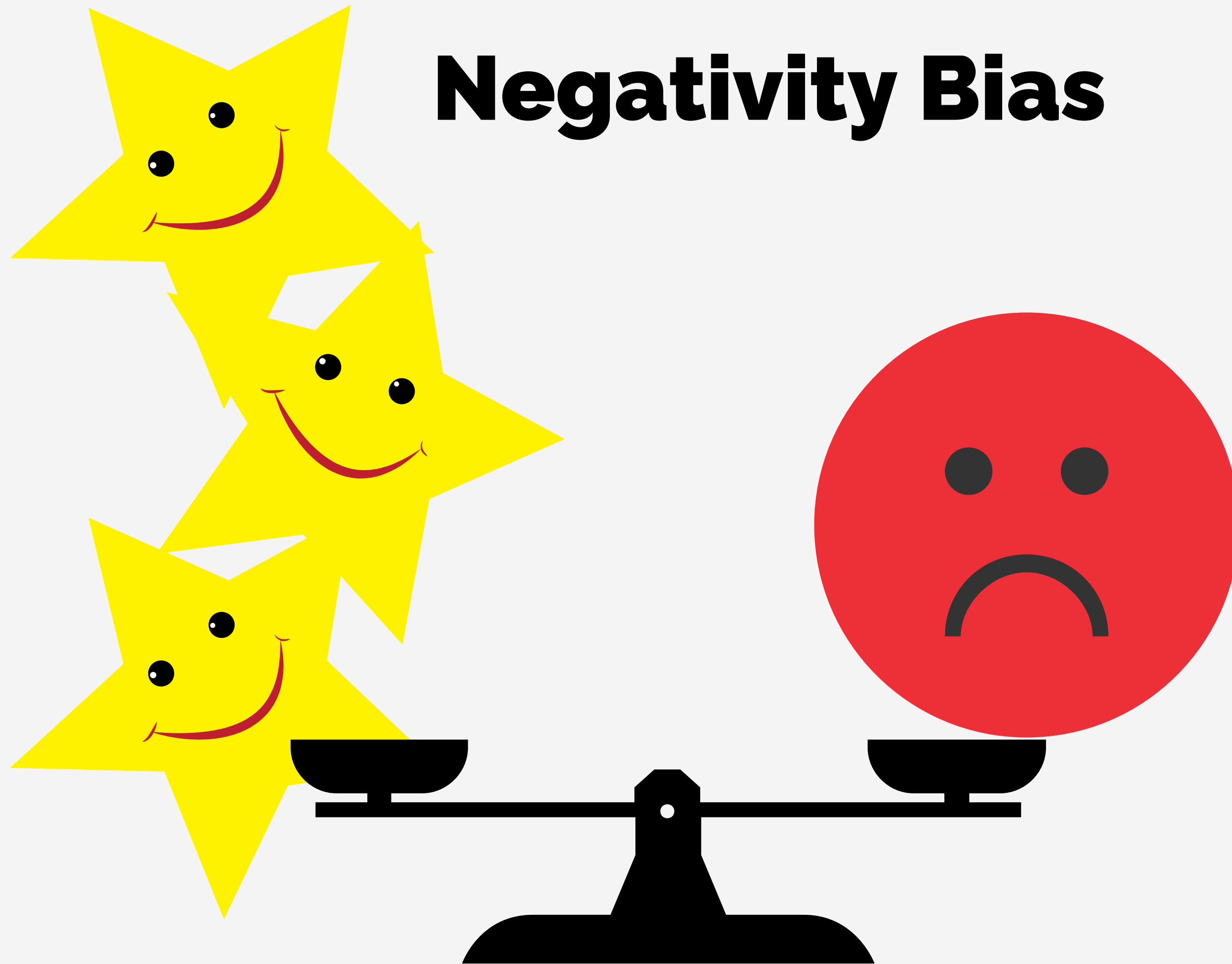


## Strengths

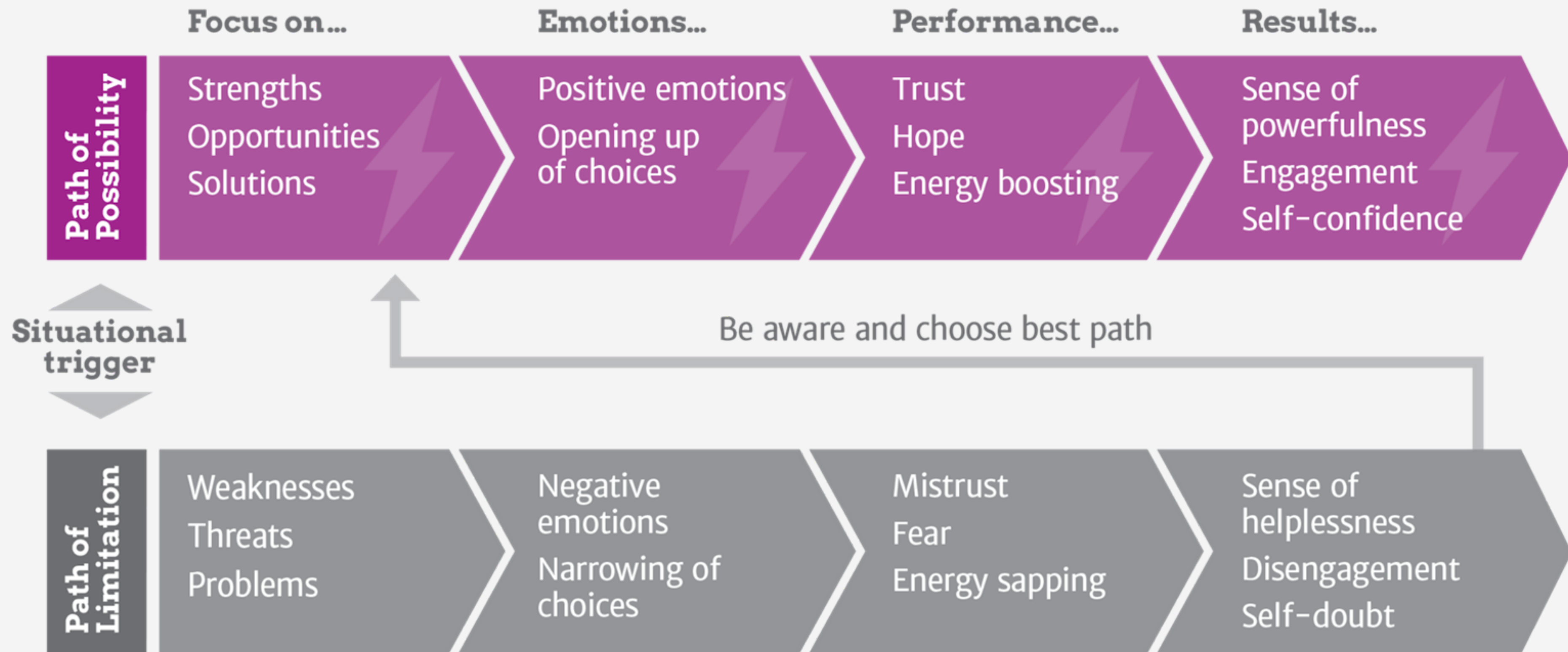
"Underlying qualities that energise us, and we are great at (or have the potential to become great at)."

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# Negativity Bias









# Breakout Room

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What are the things that most energise  
YOU?

Inside work?

Outside of work?

Did your report reflect that?

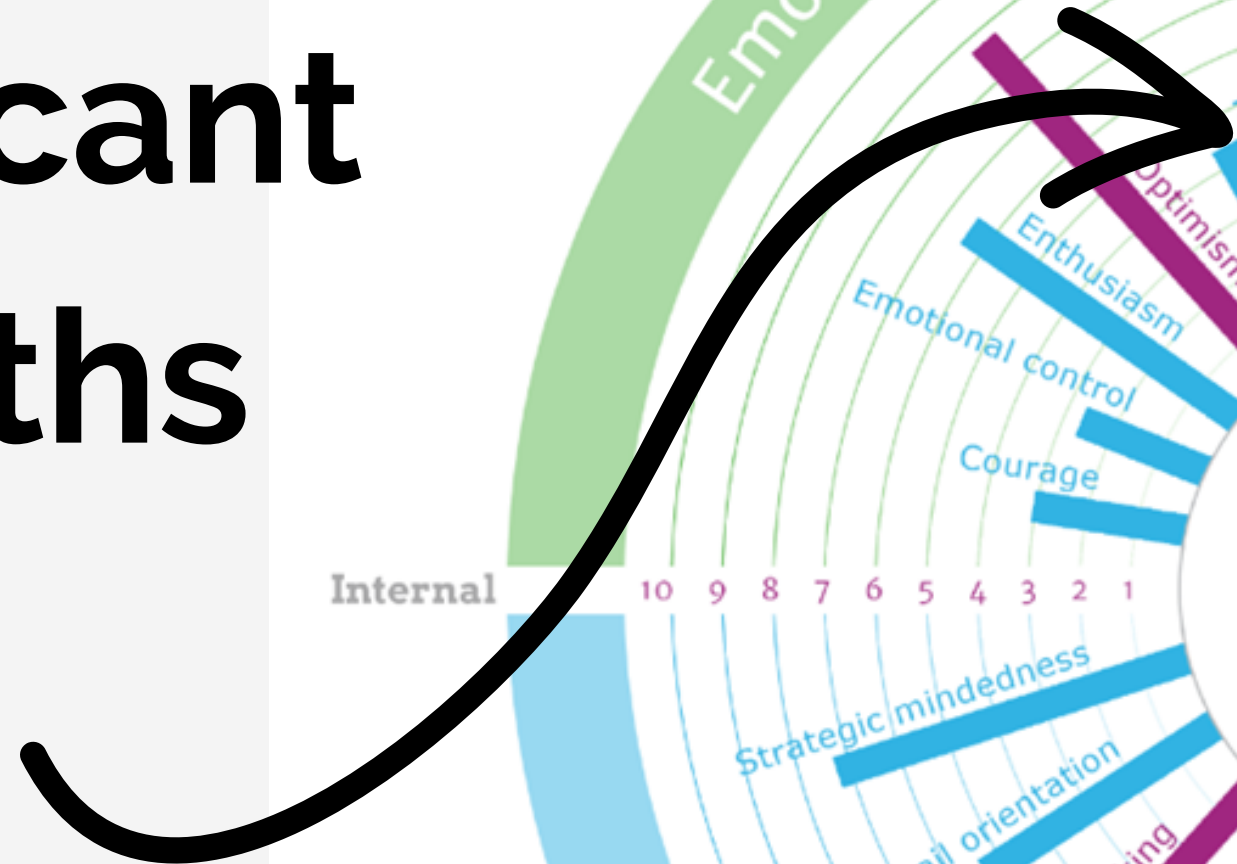


**Take a moment.....**



**Think of a goal you have set for yourself, or you are thinking about...**

# 7 Significant Strengths





**Take a moment.....**

**think of a goal you have set for yourself, or you are  
thinking about...**

**Which of your Significant 7 strengths will support  
you to achieve this**

## Optimise your strengths



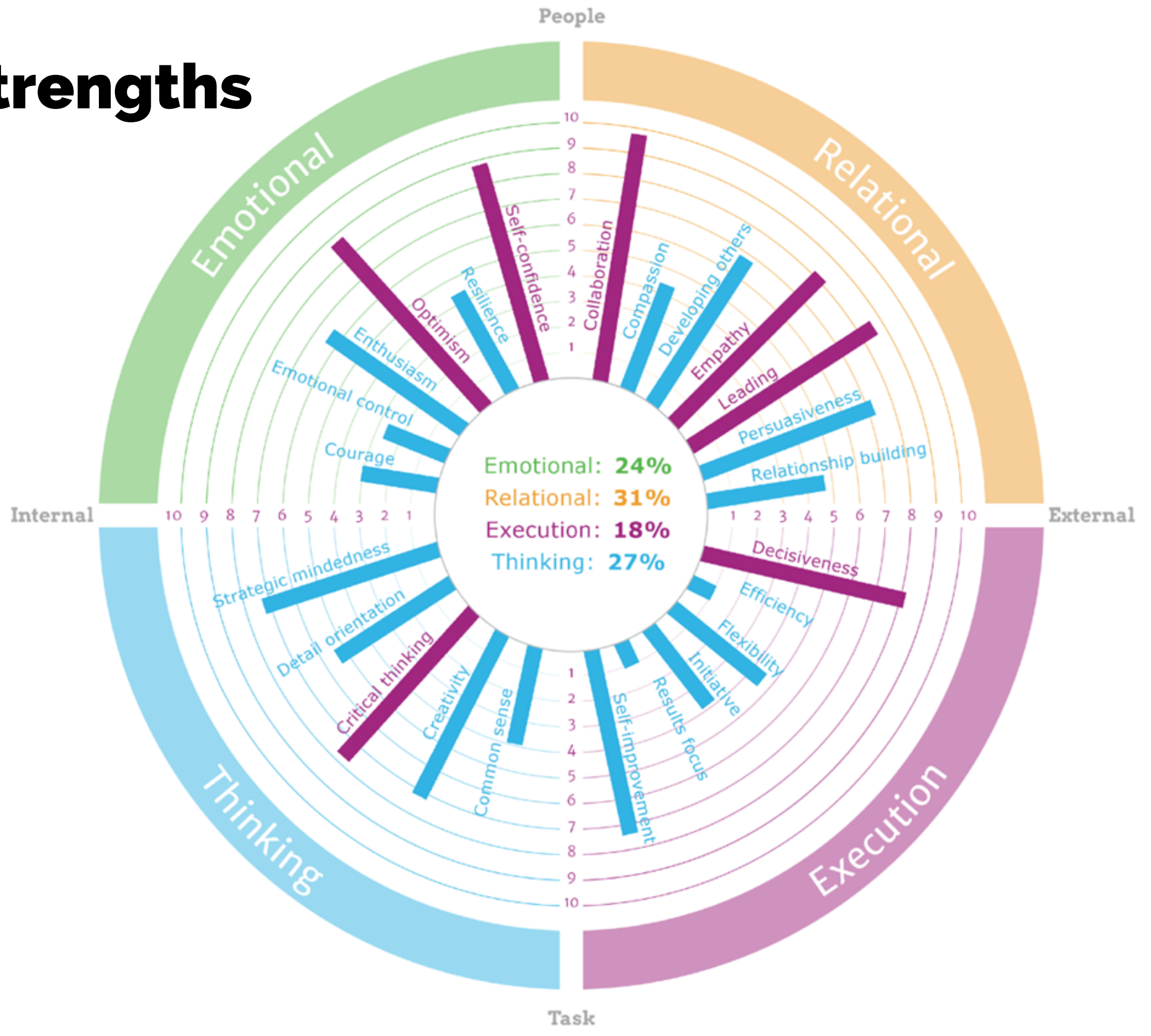
**Experience**  
new learning on  
and off the job

**Engage**  
others to support  
and coach you

**Educate**  
yourself to develop  
your knowledge  
and skills



# Wheel of Strengths



## **Thinking Strengths**

**Strategic Mindedness**

**Critical thinking**

**Creativity**

**Common Sense**

**Detail orientation**

**This cluster concerns how you go about gathering and using information to make decisions**



## **Execution Strengths**

**Decisiveness**

**Efficiency**

**Flexibility**

**Initiative**

**Results focus**

**Self improvement**



**This cluster concerns delivering results - what and how they are delivered**



# Emotional Strengths

Leading

Empathy

Collaboration

Compassion

Developing others

Self confidence

**This strengths cluster concerns how  
you make sense of, express and  
manage emotions**



# Relational Strengths

Collaboration

Empathy

Leading

Compassion

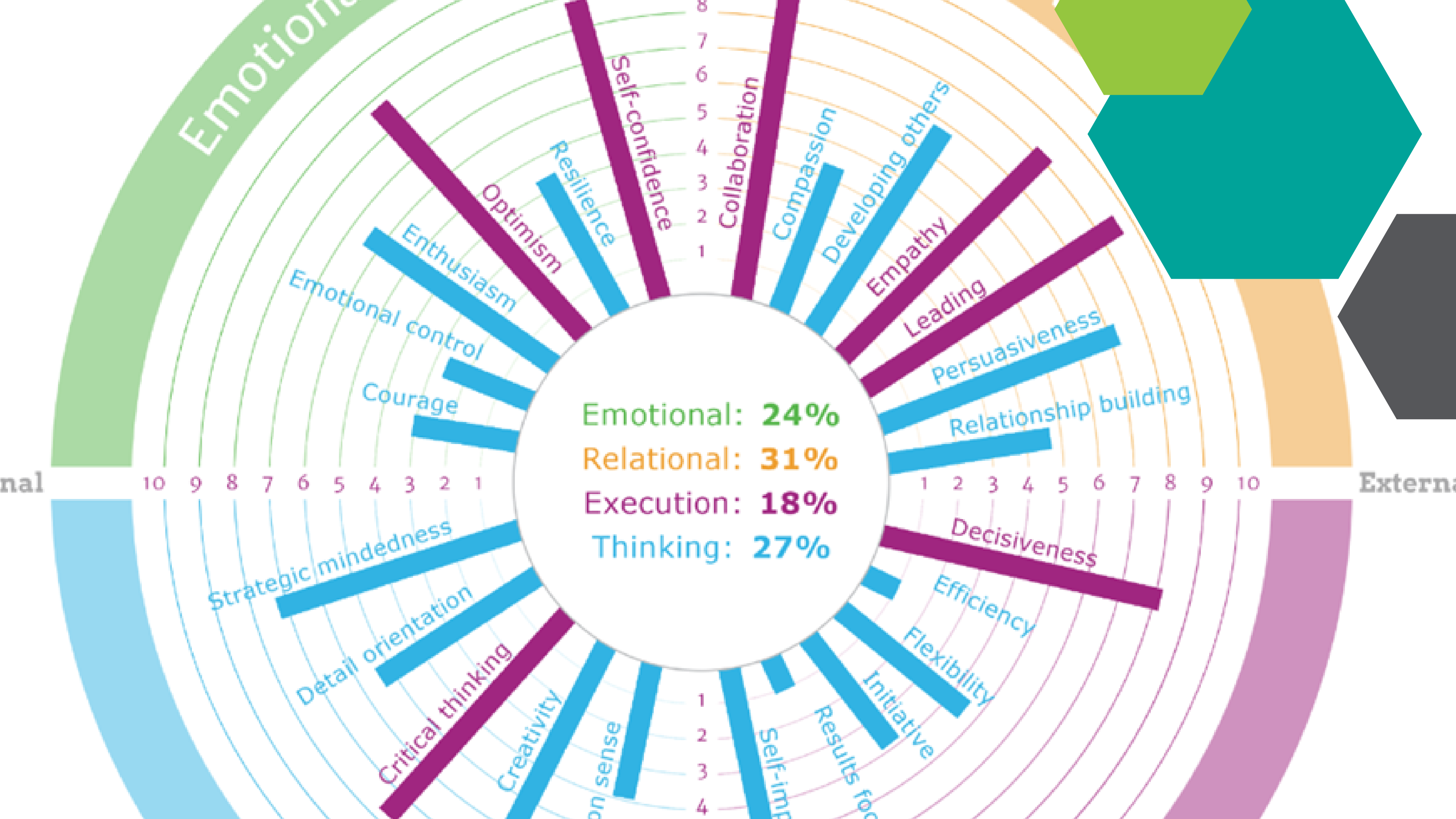
Persuasiveness

Relationship building

Developing others



This strengths cluster concerns establishing and maintaining productive relations with others



# break

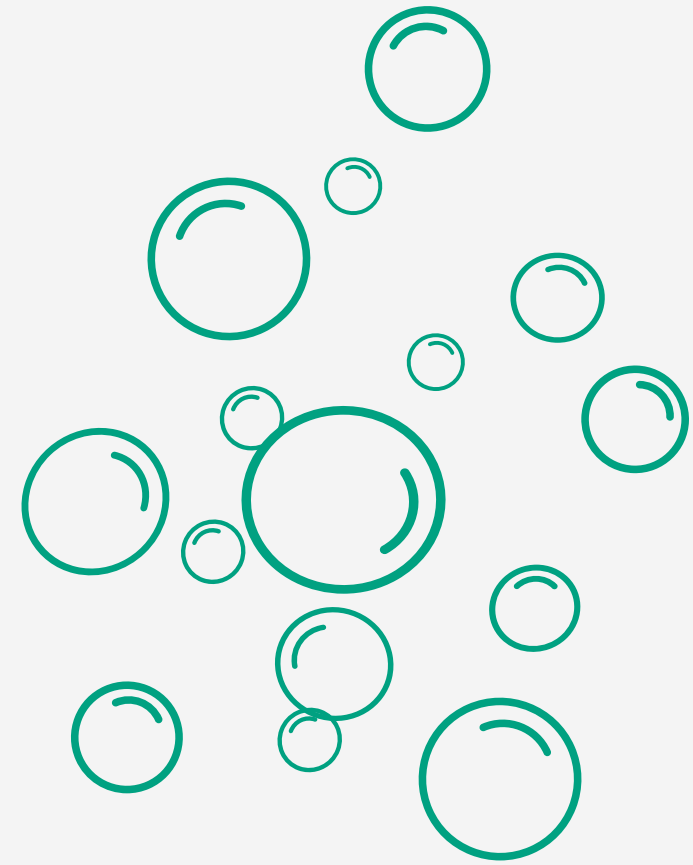
see you in 15  
minutes!



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"bubbling under" strengths





**Take a moment.....**

**think of a goal you have set for yourself, or you are thinking about...**

**Could your bubbling under strengths help with that?**

# Strengths in Overdrive



energy  
drainers





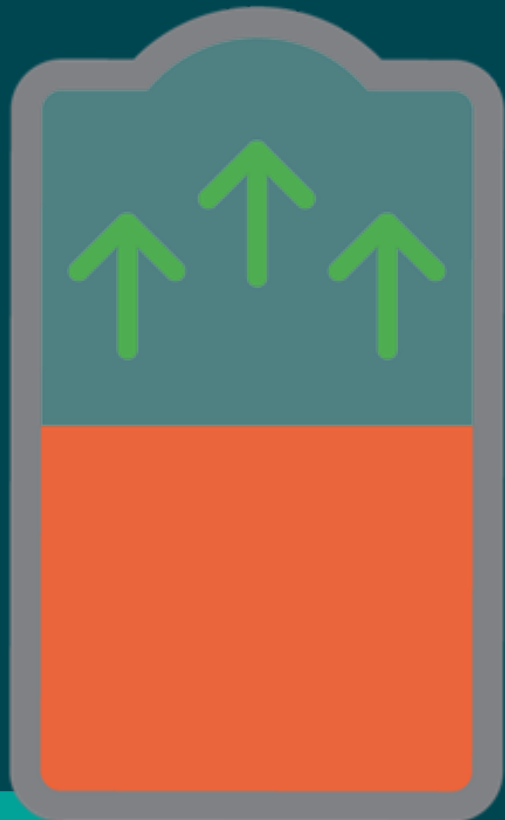


**Take a moment.....**

**think of a goal you have set for yourself, or you are thinking about...**

**Could your energy drainers be a risk to that?**

## Reduce performance risks (inc. overdrive and weaknesses)



**Dial up to dial down**  
the volume of  
your strengths

**Draw on**  
people whose  
strengths are  
different from  
yours

**Develop**  
and practice new  
skills and habits



# Breakout Room

In your groups discuss:



**Overdrives and Energy drainers**

**Can you see them in your behaviour?  
Can you think of ways to mitigate them?**

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DEVELOP THESE BY...



REDUCE THESE BY...



# Next Steps

Explore your report

-What does it mean to you?

-How can you get the most out of it?

Discuss with your mentor, leader, peers, or friends &  
family

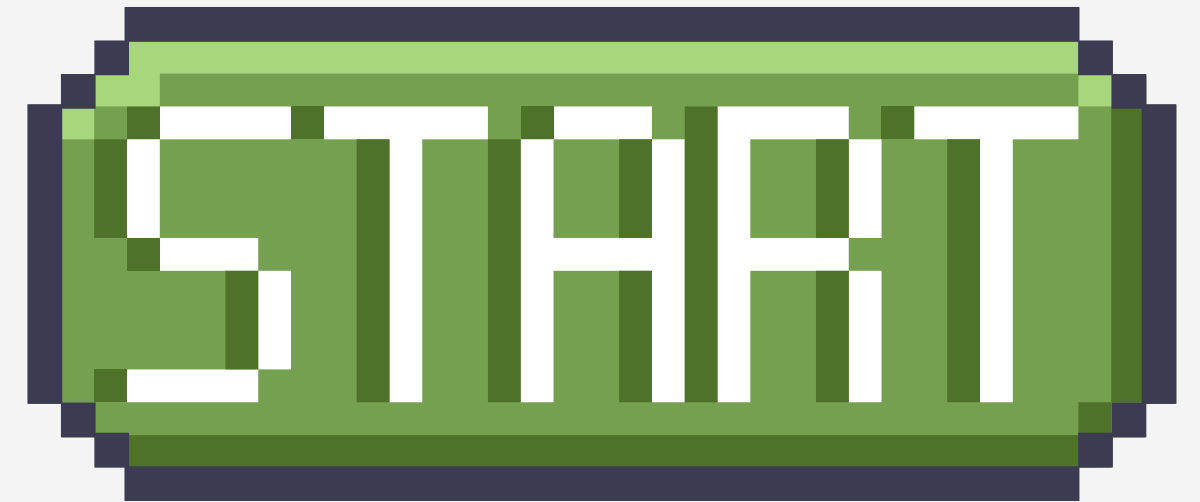
Find out more at [www.strengthscope.com](http://www.strengthscope.com)



What you are going

- Stop
  - Start
  - Continue
- after today's session.

What will you take away from today?





**Breakout room**

**What one piece of action are you going to commit to today?**

**Something to develop a strength?**

**Something to reduce a risk?**



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# Questions?



If you think of something later, please contact us on:

[mentoring@housingdiversitynetwork.co.uk](mailto:mentoring@housingdiversitynetwork.co.uk)

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