



STAFF MENTORING PROGRAMME 2022 – 2023

Strengthscope Workshop


Mar 2023



WELCOME

Thank you for joining us in the Staff Mentoring Programme

[Back to Agenda Page](#)



"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**

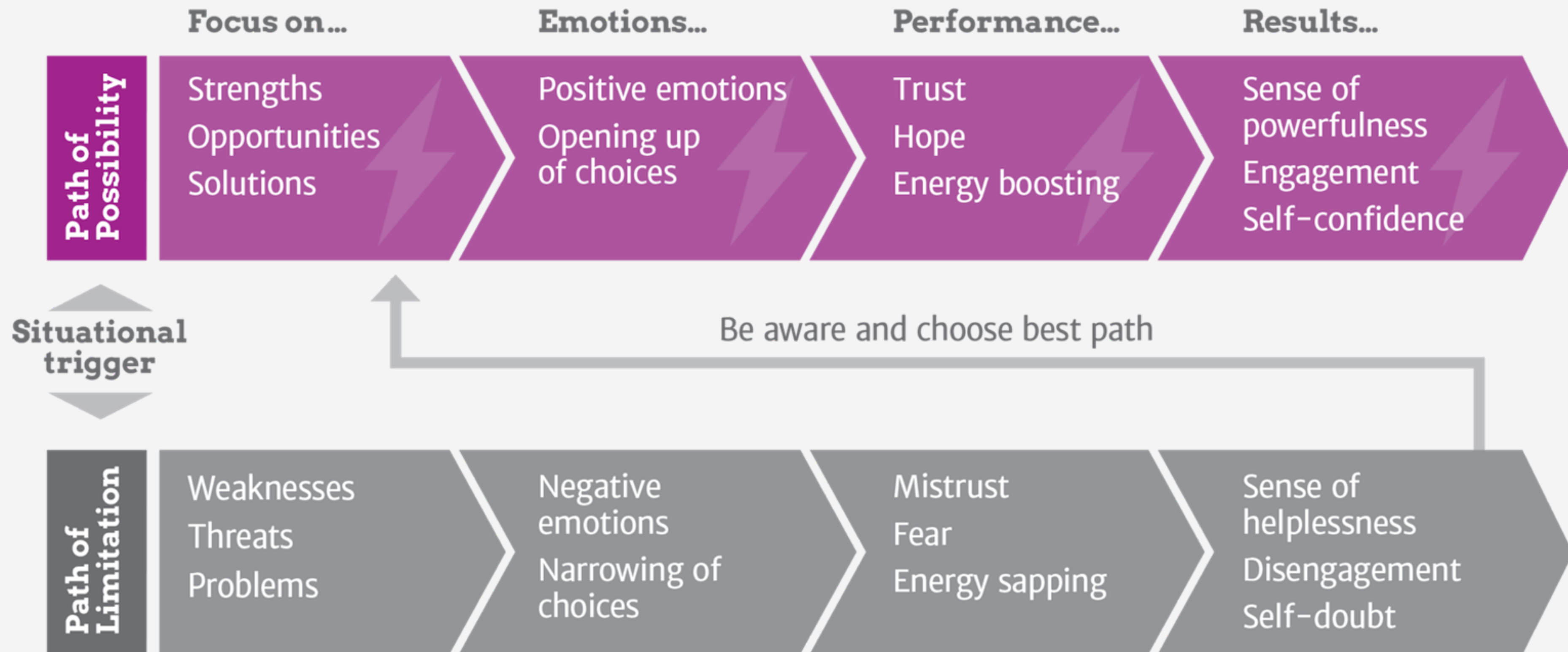


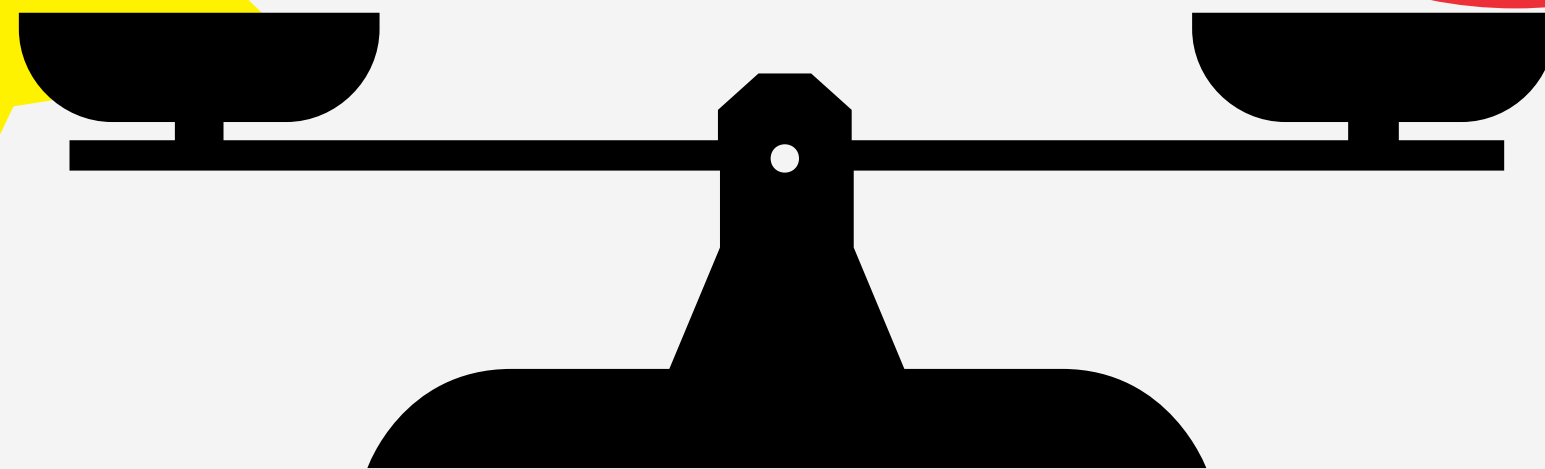
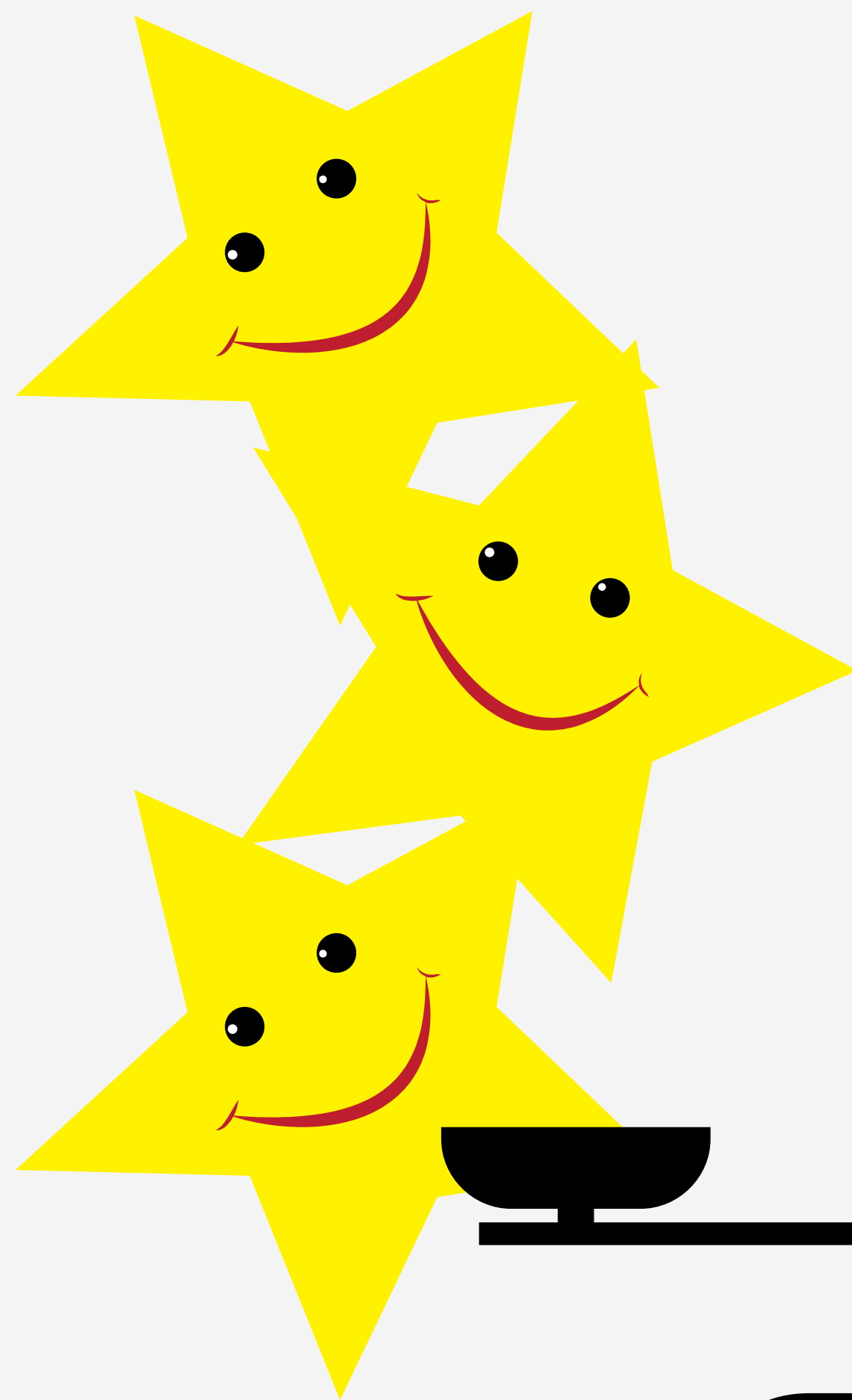
[Back to Contents Page](#)



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

[Back to Contents Page](#)





BREAKOUT ROOM



What are the things that most energise
us?

Inside work?

Outside of work?

[Back to Contents Page](#)

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**

Execution Strengths

Decisiveness

Efficiency

Flexibility

Initiative

Results focus

Self improvement



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

Thinking Strengths

Strategic Mindedness

Critical thinking

Creativity

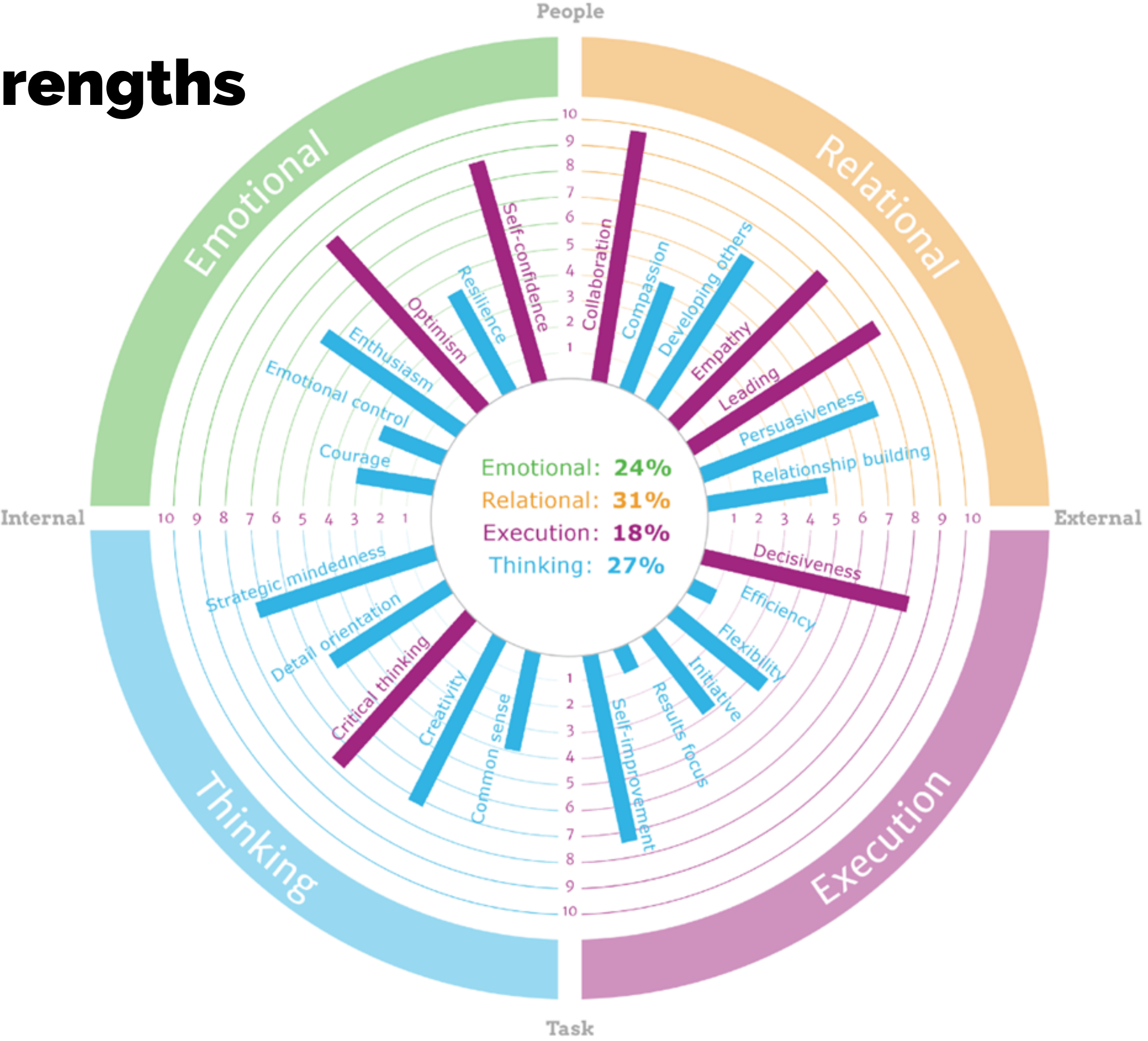
Common Sense

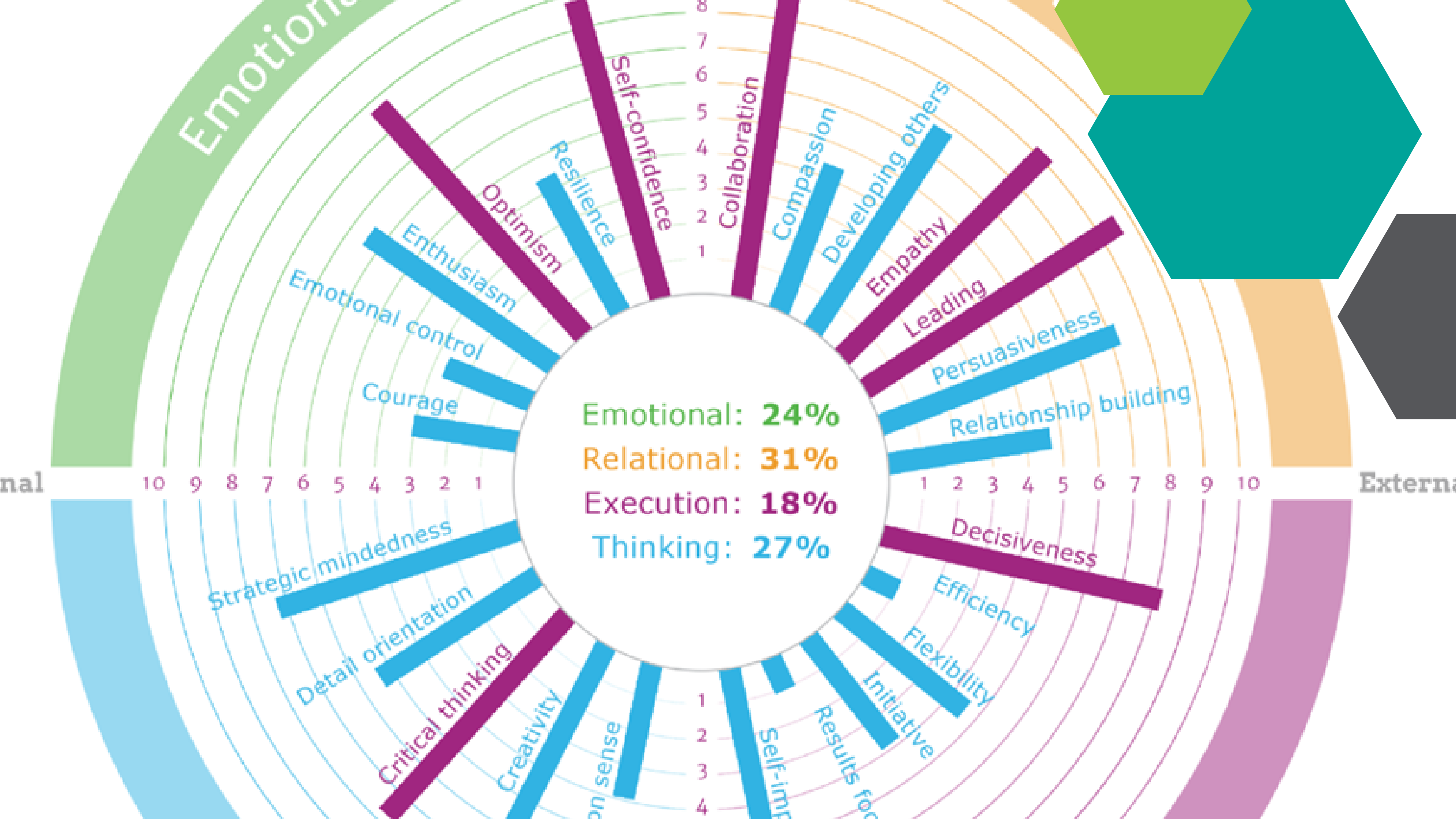
Detail orientation

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



Wheel of Strengths





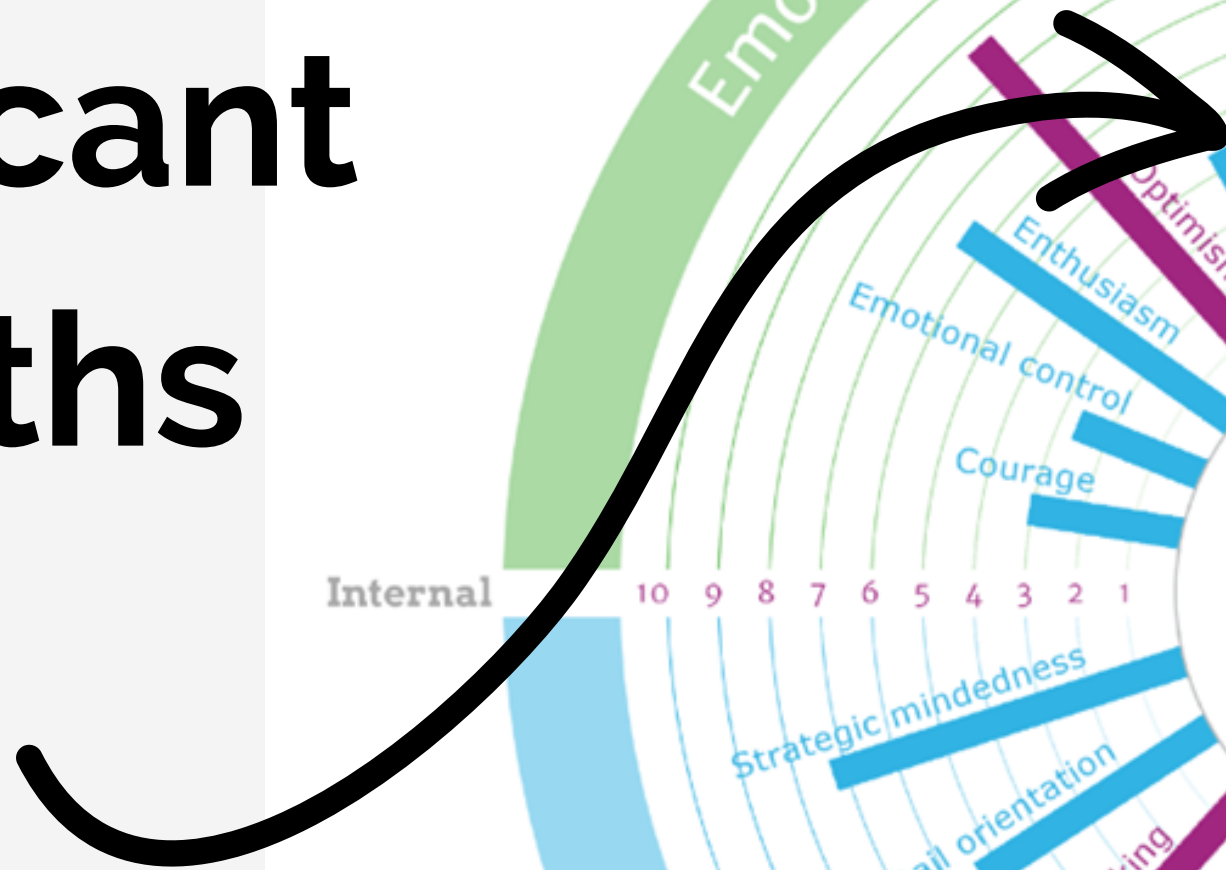
BREAK

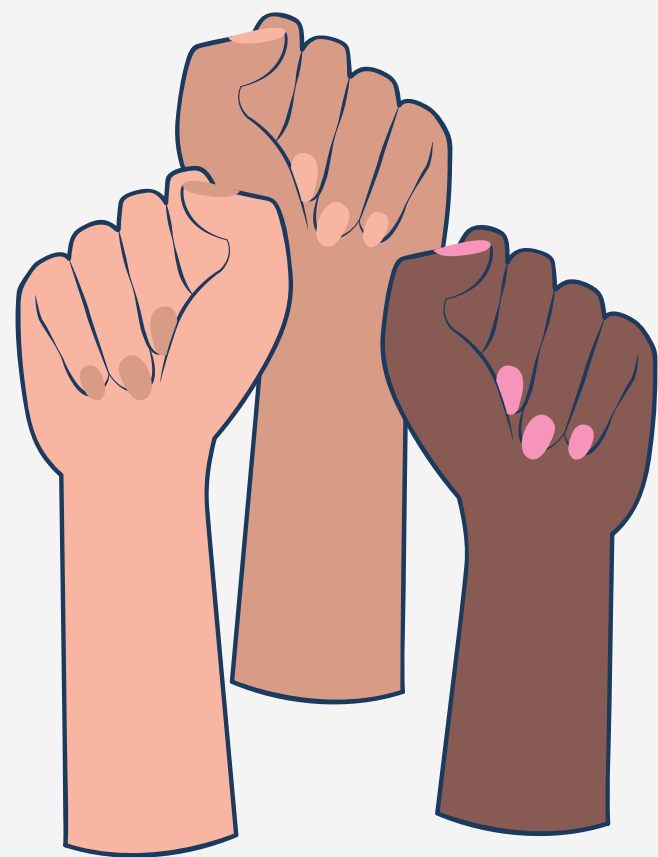
see you in 15 minutes!



[Back to Agenda Page](#)

7 Significant Strengths





Take a moment.....

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

How would those top significant strengths help with that?



DEVELOP THESE
BY...



REDUCE THESE
BY...



Optimise your strengths

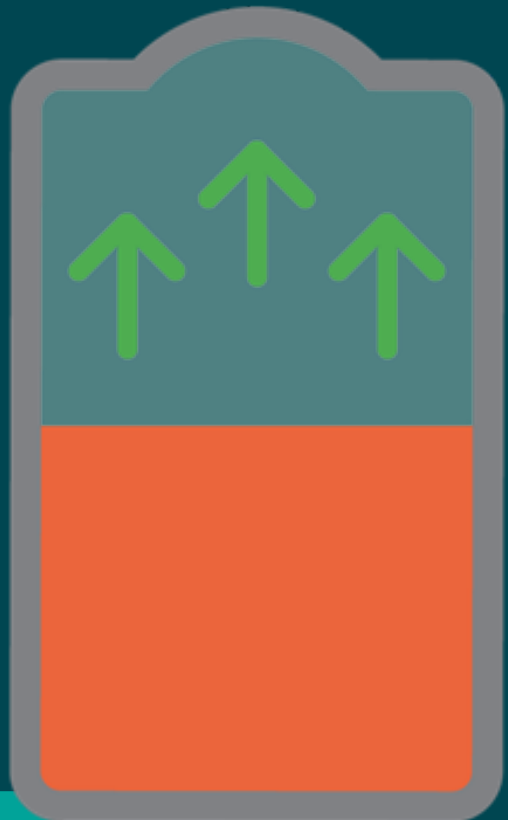


Experience
new learning on
and off the job

Engage
others to support
and coach you

Educate
yourself to develop
your knowledge
and skills

Reduce performance risks (inc. overdrive and weaknesses)



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

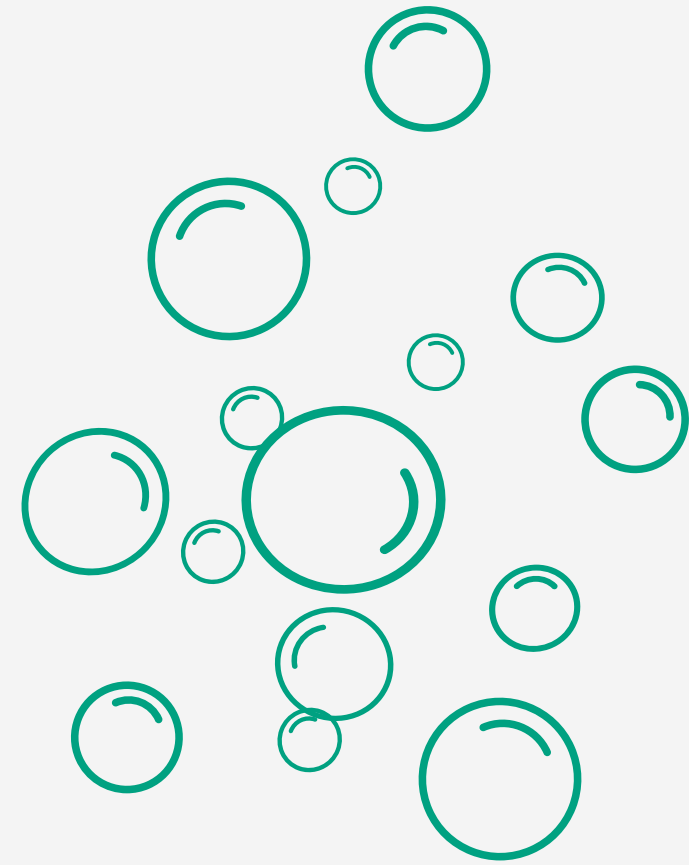
Draw on
people whose
strengths are
different from
yours

Develop
and practice new
skills and habits



"bubbling
under"
strengths



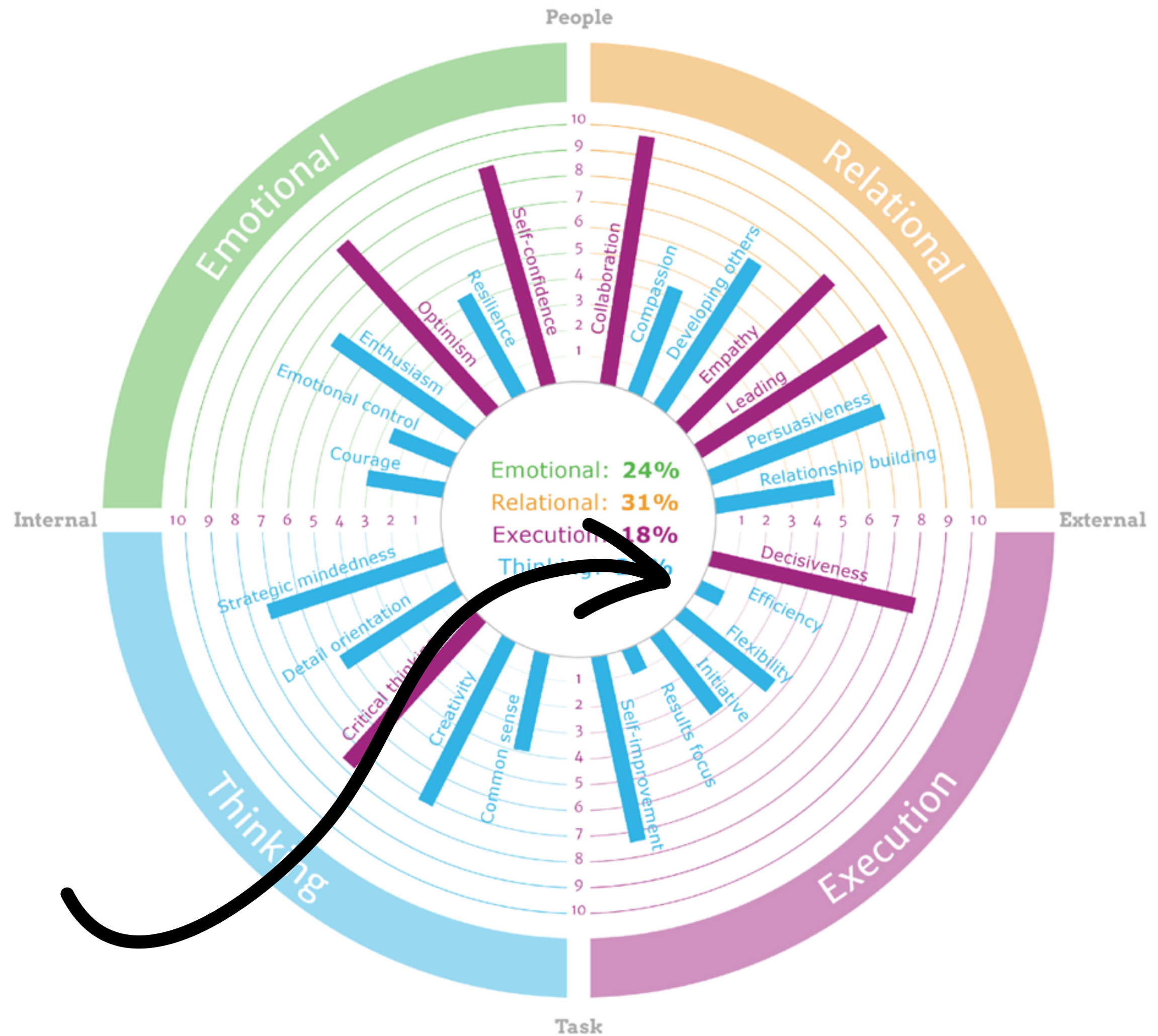


Take a moment.....

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

Could your bubbling under strengths help with that?

energy
drainers





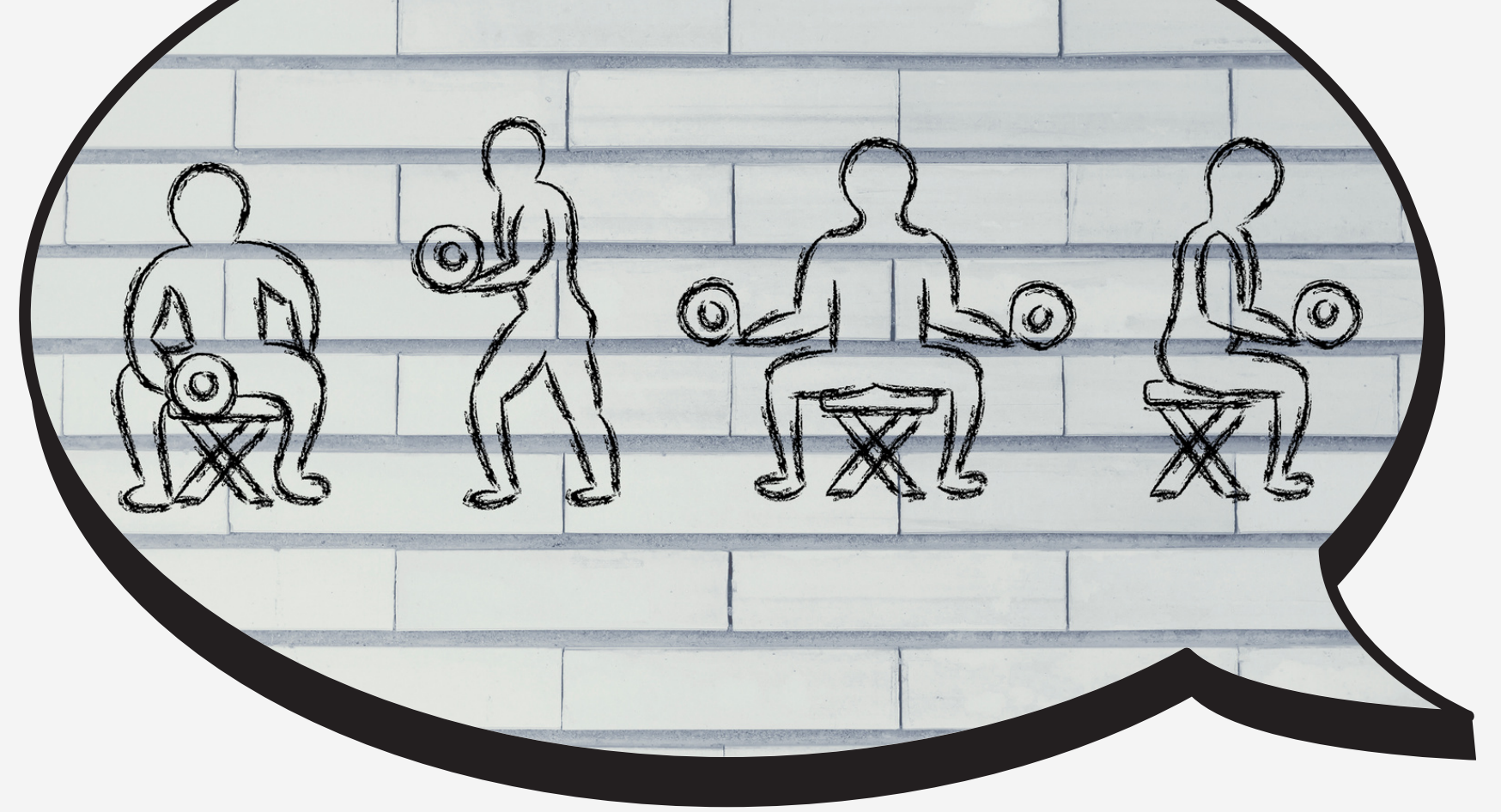
Take a moment.....

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

Could your energy drainers be a risk to that?
What strengths can you lean on to reduce that risk?
Who could help?

BREAKOUT ROOM

In your groups discuss:



Your Strengthscope report - any surprises or any actions?

How will they help you with your goal?

How do you feel about focussing on the positive of the strengths not the energy drainers?

[Back to Contents Page](#)

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

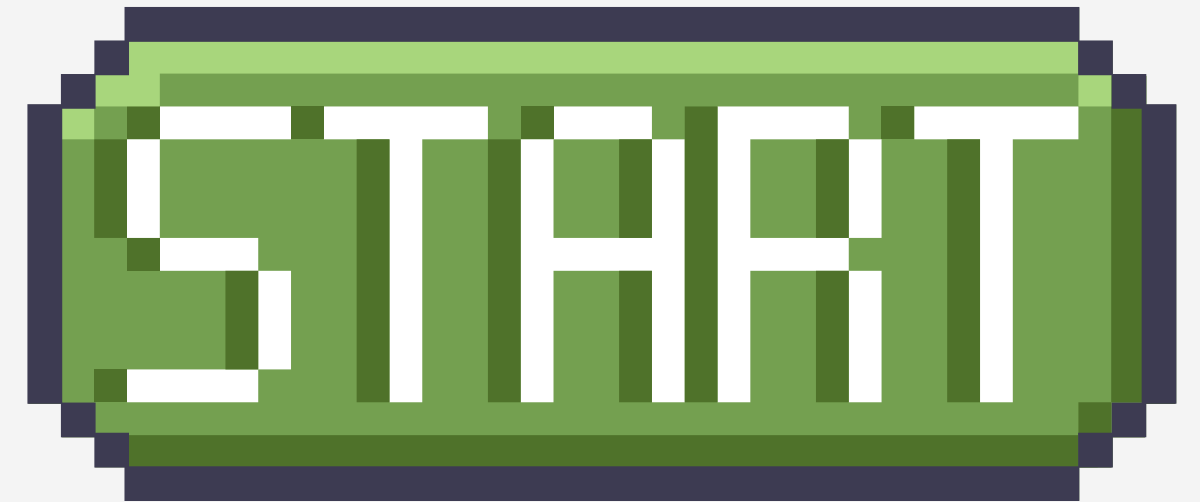


What you are going

- **Stop**
- **Start**
- **Continue**

after todays session.

**What will you take away from
today?**



Breakout room



Looking at the ideas for improving your strengths in your report, what is one action you will commit to today?

QUESTIONS?



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

mentoring@housingdiversitynetwork.co.uk

[Back to Contents Page](#)