



Every person has their own set of strengths, talents, and skills. Recognizing your team’s diverse abilities helps everyone feel like an important and valued member of the team—and creates a deeper understanding of how you work best together. Use the following activity to better understand your own strengths and how you can better utilize them.

→ wellness.asebp.ca

TIME TO COMPLETE: 20 to 30 minutes



Instructions:

- 1 Define Gifts, Love, and Skills by reading the following:
 - A. **Your Gifts:** Talents that come naturally to you. These are the areas that feel effortless.
 - B. **Your Loves:** Something you are passionate about. This is the type of work where time flies when you are engaged in it.
 - C. **Your Skills:** The knowledge and ability you have acquired over time. They can come from effort, mentorship, or other experiences in your life.
- 2 Give participants approximately 10 minutes to fill out the first three charts on the worksheet: **Your Gifts, Your Loves, Your Skills**. Ask them to reflect on all areas of their lives, not just what comes to mind when they think about their work.
- 3 After they have completed this task, invite them to review the **Multiple Mentions chart**. Ask participants to list any duplicates or themes that have emerged.
- 4 Invite participants to break into small groups or pairs to discuss their multiple mentions. Ideally, they should pair off with someone they work with or who can speak to their strengths.
- 5 Invite participants to reflect with their colleague(s) on what else they could add to their gifts, loves and skills categories.
- 6 Ask participants to complete the final **Strengths** section on their own. Ask them to list their top three strengths, based on the charts they’ve already completed and their small group discussions.

Discussion:

If comfortable, invite participants to share one or two of their strengths.

- Did you find it difficult to pinpoint your strengths? Were you surprised by what you learned?
- How often do you draw on the strengths you identified?
- Were some strengths more obvious than others?
- Did a colleague point out a strength that you weren’t aware of?

Encourage participants to take away what they learned about themselves and apply it in their day-to-day lives. Brainstorm how you can build your strengths more as individuals and as a team.



Your Gifts

What comes easily to you?	
What are the areas you've always excelled in, even since childhood?	
What gifts do you have that you have identified from books, aptitude tests, or other sources?	
Reflect for a few minutes: What are your natural gifts?	

Your Loves

What parts of your current job do you love the most?	
If money were no object, what would you do for a career?	
Which work activities do you get lost in (i.e., find the most engaging)?	
What are your hobbies?	
Reflect for a few minutes: What kind of work do you love the most?	

Your Skills

What did you focus on in your professional training?	
What work or volunteer positions have you held in the past?	
What do you study or read about in your spare time?	
What additional training have you received?	

Multiple Mentions

Write down any skills that were mentioned more than once in **Your Gifts, Your Loves, Your Skills** section of the worksheet.
Look for any related terms or themes across the three columns below.

Your Gifts	Your Loves	Your Skills

I BELIEVE MY STRENGTHS ARE:

1

2

3

Sources

- Crenshaw, Dave. (n.d.) *Why Knowing Your Strengths Can Change Your Life for the Better*. DaveChreshaw. <https://davecrenshaw.com/knowning-your-strengths/>
- *Discovering Your Strengths: Gifts, Love, and Skills Worksheet*. (2018, November 15). Adapted from LinkedIn Learning. <https://www.linkedin.com/learning/discovering-your-strengths-2/identifying-what-you-love?u=2135036>
- *Strengths Basics*. (n.d.) VIA Institute on Character. Retrieved April 19, 2021 from: <https://www.viacharacter.org/topics/strengths-basics>