What do you spend more time thinking about, strengths or weaknesses?

I think about my weaknesses and how to fix them

I think about my strengths and how I can build upon them

If you're like most people, chances are you've answered the question like the orange person. This really shouldn't be the case! We should spend more time focused on mastering our strengths, and less time trying to compensate for our weaknesses.

What are strengths and how do we discover them?

When we use our strengths, we feel energised and excited.

We can discover our strengths by considering the following questions:

? What do we do well?

? What do we love doing?

? What's easy and natural for you that others may find difficult?

In the tasks or activities that provide answers to these questions, it's likely we're using a combination of our strengths.

It's also important to acknowledge that the same activities can be motivating to us for different reasons.

This is why it's important to explore the three questions above, and consider how each activity relates to our own unique combination of strengths.

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How can we use our strengths to be at, and perform at, our best?

There are several practical steps we can take, to enable us to use our strengths more often, to support both our wellbeing and performance.

Select one of your top strengths and consider a new way to use it every day for a week.

For example, if one of your strengths is perseverance, you might decide to use it to complete a task that you've been postponing.

Strength journaling could be an exciting way of exploring and noticing how you use your strengths.

You can select one of your top strengths, or one that you'd like to develop, try to use it more often and observe the results. Think of any questions about this strength to ask yourself and reflect on it.

Are you overusing one of your top strengths?

Ryan Niemic (2019) looked at the effects of overusing, underusing and the optimal use of strengths. He observed that individuals find wellbeing and life satisfaction when they make optimal use of their character strengths.

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