



DAILY STRENGTHS AWARENESS

WHEN YOU USE YOUR STRENGTHS, YOU PERFORM AT A HIGHER LEVEL. THIS TOOL HELPS YOU TO BUILD YOUR AWARENESS OF HOW YOU USE YOUR STRENGTHS ON A DAY-TO-DAY BASIS, AND HOW THAT IMPACTS YOUR PERFORMANCE IN EVERY AREA OF YOUR LIFE.

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info@biglifesolutions.com.



INTRODUCTION

To develop your strengths to their maximum potential requires that you embark upon a continual process of self-examination, reflection and self-discovery. You need an ability to momentarily suspend your focus on the world around you and become introspective, looking inward to see what is unfolding.

This exercise creates a framework to help you structure those periods of introspection, and guide your thought processes so that you gain meaningful insight into how you are using your strengths in your day-to-day life.

The exercise is based around daily reflection, so you will need to allocate a period of time each day (no more than 15 minutes should do it, but more is better if you can spare it). And, unlike many reflective exercises which require you to revisit past experiences, this is a process grounded in the present. Why does that matter? Well, it eliminates the vagaries of memory, by removing the need to reconstruct events from snippets of your recollections and focusing on events in real-time.

As a result, this is a targeted and direct way to get to grips with your strengths and the part they play in your daily routines, as well as the things that take place outside those routines.

TIME FOR SOMETHING NEW

Now, in order to get the most out of this exercise, you are most likely going to need to create a new routine. No mean feat when you already have a busy schedule, but you need to play the long-game here – getting to grips with your strengths, learning to employ them to their maximum potential, and understanding what needs to change in the way you currently use them will have a most likely profound effect on how that busy schedule looks, and how you tackle it, in the future.

So, try setting an alarm at three points in the day – say around midday, dinner time and just before turning in for the night. Use those three ‘appointments’ to sit down with your daily reflection sheet and consider your current activities, your experiences during those activities, and the strengths and weaknesses that you may have employed as you undertook them.



HONESTY IS KEY

And remember, introspection works when you are honest. By its very nature, it is internal and personal, so the only one you will deceive if you are not 100% honest is you, and that totally undermines the purpose of the exercise and renders it pointless. So, approach your periods of reflection with a 'warts and all' honesty. Don't get sucked into focusing on how you think you should feel when you perform a particular task – focus on how you actually do feel.

On the next page, you will find a sheet we have prepared for you. Consider undertaking this exercise for a seven day period to start with.



TIME FOR A REVIEW

Once you have completed a week of reflection, take stock. Review each day, and look for patterns. Ask yourself these questions:

- What strengths do you use on a regular basis?
- What strengths do you use sparingly?
- Which strengths gave you the highest/lowest energy and enjoyment levels?
- Is there a theme to the activities that give you the highest/lowest energy and enjoyment levels?
- Of the strengths you use sparingly, do any of those give you very high levels of energy/enjoyment?

Record your thoughts below.

Finally, do you need to take some action? Maybe you need to reduce some of the activities that result in lower energy or enjoyment levels? Perhaps there are some strengths you need to employ more, or some you need to employ less? Think about what changes you need to make, and how you could make them, and make some notes below.

