Empower yourself

Unlock your potential 11.02.21

NORBERT DISTLER

Strengths – Deep dive

Additional material www.norbert-distler.de & www.kulturkatalysatoren.de kontakt@norbert-distler.de

ТШ

TUM Community Technische Universität München

Where are you now?

olching

egensburg

erding

muc

kitchen luxembourg salzburg valley living room advesting 145 bayreuth bayreuth bayreuth sindelfingen copenhagen fuerstenfeldbruck germany maxvorstadt bedroom berlin and the second

Mentimeter

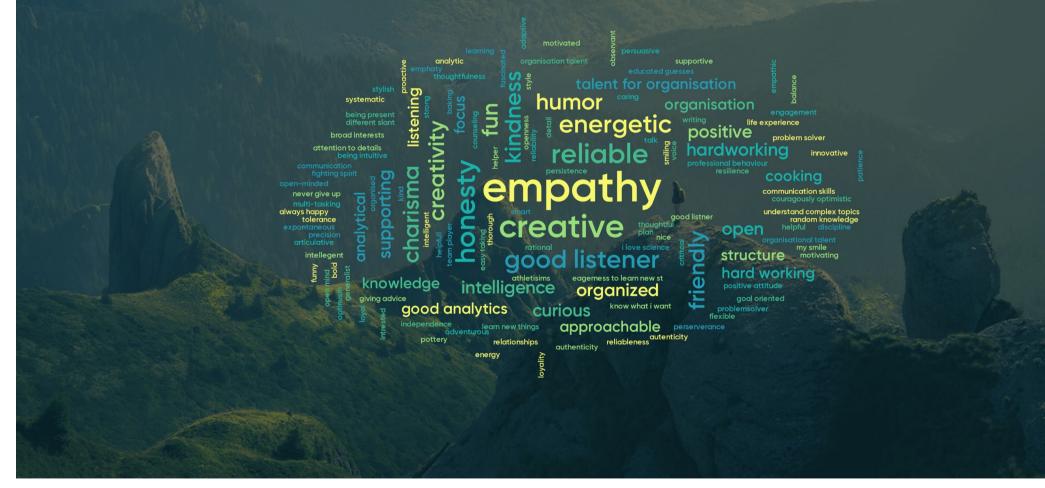
How many years since you started @TUM

19 15 13 13 2 2 2 - 3 4 - 5 6 - 10 10 -> 20 1 Not 20 TUM 65

Mentimeter

2

What talents and strengths do you and others like most about yourself?



M Mentimet

Two activities you will do next week to boost your Mentimeter strengths?



40

Your Strengths – read the report

TOP 5 STRENGTHS	WHAT PART OF THE STRENGTHS DESCRIPTION CORRESPONDS BEST TO YOU?	WHERE DO YOU APPLY IT? WHAT'S EASY FOR YOU WITH THIS STRENGTH?
1.		
2.		
3.		
4.		
5.		

CREATE your Strengths Profile

Part 1: Individual work "The story of my strengths and talents":

• How does my talent profile describe me on the basis of the 5 special talents? Please write down your 5 talents on one post-it each and

Please write down your 5 talents on one post-it each and then fitting keywords from the talent descriptions.

- How does my talent profile reflect everyday (work) life? What do other people say about me? Please write down examples on the flip chart.
- Integrate all these aspects on flipchart (create a picture) reflecting also links between your talents.
- Give your talent picture a metaphorical title (if you would write a book or make a film about it).

Part 2: Reflection with another person

- 1. Share the profiles you have prepared
- 2. Together reflect on the effect of these talents/strengths within your professional context:
 - What sets you apart? What characterizes you? What is easy for you? Example from your everyday life. How do the talents combine? Unanswered questions?



Analysis of time, tasks, and talent

- Do you take advantage of what you do best in order to perform the most important tasks?
- How can you identify whether you have performed your task successfully?
- Do you spend the majority of your time on the most important tasks?
- What talents do you take the most advantage of in order to handle the most important tasks?
- What strengths are you currently not using at all professionally?
- Do you spend the majority of your time doing what you do best?
- To what activities are you unable to apply what you do best?
- Do these tasks take up time that you could use more effectively with more important tasks?

Strategies for developing strengths and managing weaknesses

Communicate openly / create transparency Use strengths consciously Develop complementary partnerships Use auxiliary systems Appropriate training Set reasonable standards and just do it Adapt / change role

Living your talents: Possibilities for developing strengths



Read the ideas for action in your StrengthsFinder Book or the VIA report.



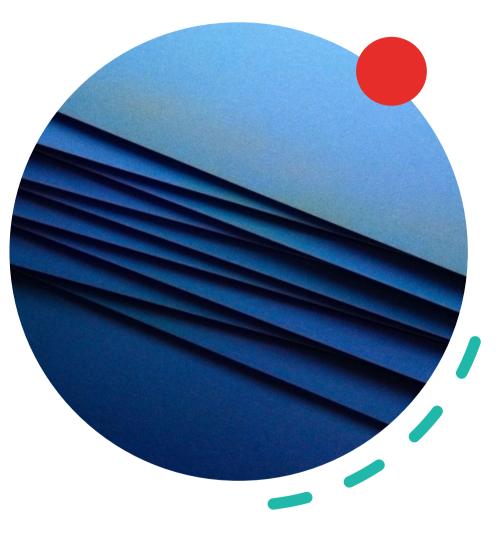
Exchange views with a friend about the ideas that could be most effective for you.



Brainstorm and develop ideas and possibilities for how you can strengthen your strengths and develop your potential.



Write down the best ideas as inspiration for your later specific transfer and development planning:



Development of talents and strengths

Through what activities and further education steps do you want to develop your talents and strengths in the next years?

Write down specific activities (e.g., new tasks, collaboration on projects, further education activities ...)

What would you like to do to further develop your strengths?

Who could support you?

1.	
2.	
3.	
4.	
5.	

Write your own strengths oriented "user's manual" - based on the insights of your strengths profile

When working with the StrengthsFinder 2.0 the section "when working with other who have" in your talent description can be helpful.

YOUR TOP STRENGTHS	HOW DO YOU WANT TO BE TREATED BY OTHERS?	WHAT EXPECTATIONS ARE YOU ALLERGIC TO?
1.		
2.		
3.		
3.		
4.		
5.		

Talk about your user's manual with a friend - 2 minutes only (elevator pitch style).