Playing to Your Strengths – Part 1

South Dakota Association of Healthcare Organizations
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Your Strengths May Not Be What You Think They Are
Who identifies your strengths?
Strengths

• Do Consistently

• Do Well

• Challenged in a way you like to be challenged

• Feel powerful, fulfilled, restored
4 SIGNs of a Strength

• Success
• Instinct
• Growth
• Need
Daily Reflection of Your Work

Love it!

Loathe it!
Strength Statement

I feel strong when...
Strengths

Remember…..

• Challenged in a way you like to be challenged
• Feel powerful, fulfilled, restored
I feel strong when I partner with engaged, driven, and efficient colleagues to complete a project (goal) that stretches us as a group and as individuals.
What Makes You Feel Strong?
Strategies to put your strengths to work

• Identify exactly how and where each strength helps you in your current role
• Find the missed opportunities to leverage each strength in your current role
• Learn new skills and techniques to sharpen each strength
• Build your job toward each strength
Strategies to put your strengths to work

• Identify exactly how and where each strength helps you in your current role
  • How often do you get to use this strength?
  • When and how has this strength proved helpful to you on the job?
  • What feedback, if any, have you received about this strength?
Strategies to put your strengths to work

• Find the missed opportunities to leverage each strength in your current role
  • What new situations can you put yourself in to use this strength more?
  • What new systems or techniques can you try to accelerate this strength?
• How can you measure/track how much you use this strength?
Strategies to put your strengths to work

• Learn new skills and techniques to sharpen each strength
  • What actions can you take to learn these skills? (books, podcasts, online resources, classes)
  • Who can you job shadow? Or interview?
  • Who will support you as you explore using this strength more effectively?
Strategies to put your strengths to work

• Build your job toward each strength
  • How can you share your best practices around this strengths with others? When can you do this?
  • How can you expand your role to make better use of this strength?
How can you deliberately put yourself in more situations that play to your strengths?
Playing to Your Strengths

Win-Win-Win
Playing to Your Strengths – Part 2

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Thank You!

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