**IDENTIFY YOUR STRENGTHS PATTERN**

*The aim of this exercise is to get a more comprehensive overview of your strengths pattern through combining your own personal strengths analysis with feedback from other people who know you well.*

*The exercise has four steps:*

**STEP 1: Self-analysis of your strengths**

*Please answer the following three questions:*

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| 1. Which tasks or activities are particularly easy for you to work on?
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| 1. For which tasks or activities do you show excitement?
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| 1. In which tasks or activities do you usually perform better than other people?
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*Which personal strengths can you derive from your answers to the three questions above?*

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**STEP 2: Ask for feedback**

*After completing STEP 1, ask a number of people (ideally at least 6-10) who know you well and whom you trust (e.g. fellow students, friends, family members, colleagues, or lecturers) for their feedback about the tasks and activities in which you perform exceptionally well from their point of view. Make sure to ask for concrete examples. When you use e-mail for soliciting feedback, you can get it in written form, which can be useful for further processing. Ideally, try to get feedback from a diverse set of people, so that you can get a more comprehensive picture that integrates different perspectives on your performance.*

**STEP 3: Recognize patterns in the feedback**

*Which common threads or themes can you identify in the observations that other people had about your performance in different tasks and activities?*

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*Which personal strengths could have contributed to the exceptional performance that the people who gave you feedback noticed?*

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**STEP 4: Combining your self-analysis and the feedback from others**

*Which of the strengths that you identified in the self-analysis in STEP 1 were confirmed and validated by the feedback that you received and analyzed in STEPS 2 and 3?*

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**STEP 5: Capitalize on your strengths**

*How will you make (even more) use of your strengths in the future? Try to set yourself some specific goals about what you will do to (better) utilize your strengths.*

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Note: Steps 2, 3 and 5 are used in a similar way to the “Reflected Best Self” exercise that was proposed by Laura Morgan Roberts, Gretchen Spreitzer, Jane Dutton, Robert Quinn, Emily Heaphy and Brianna Barker in their *Harvard Business Review* article from 2005, “How to play to your strengths,” *Harvard Business Review*, 83(1): 74-80.