

**F**

**FOCUS**

Identify how and where this specific Strength helps you in your current role.

1. When do you get to use this Strength at work?  
In what activities?

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2. How often do you get to use this Strength?

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3. When and how has this Strength proved really helpful to you on the job?

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4. What feedback, if any, have you received about this Strength?

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**R**

**RELEASE**

Find the missed opportunities in your current role.

5. What new situations can you put yourself in so you can use this Strength more?

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6. Can you change your work schedule (shift) to put yourself in these situations? Do you need to talk to anyone to make this happen? Who?

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7. What new systems or techniques can you try to accelerate this Strength?

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8. How can you measure/track how much you use this Strength?

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9. Are you struggling with any of your current job responsibilities? Which ones? How can you use this Strength to help you overcome this?

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**E**

**EDUPLICATE**

Learn new skills and techniques to build this Strength.

10. What new skills can you learn to leverage this Strength?

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11. What actions can you take to learn these skills? Are there books you can read, classes you can take, on-line research you can do?

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12. Who can you "job-shadow" at work?

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13. Who can you talk to about how to use this Strength more effectively (a friend, teacher, manager or mentor)?

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