

Session 3: Leadership Strengths

Understanding our personal strengths – what comes naturally to us, and what we naturally excel at – is an important element of developing leadership skills. While it can also be somewhat difficult to discuss our strengths without feeling like we are boasting, honestly acknowledging areas of natural skill helps develop those talents more effectively. Likewise, acknowledging strengths similarly opens up the possibility to examine behaviors or tendencies that could be strengthened as well.

Discuss

Last month you were challenged to consider the ways in which you influence other people and what words others would use to describe your leadership skills. Without taking any questionnaires or scales of any kind, what leadership strengths do you possess? How are they expressed in terms of influencing others? Can think of specific situations or events in which some of your strengths were particularly useful or influential?

Discover

Take the “Leadership Strengths Questionnaire” and then score your results. What strengths did this questionnaire reveal? How do the results compare and/or contrast with your previous perception of your leadership strengths? Conversely, where were your lowest scores? Do you consider these scores an accurate representation of your leadership abilities? What implication do these findings have for future leadership development?

Develop

Self-assessment is an important first step in developing leadership ability. You’ve spent two mentoring sessions focusing on conceptualizing leadership and identifying your personal leadership strengths. Based on this, identify two goals for yourself with regard to personal leadership development that you can focus on for the next month. Are there certain behaviors you’d like to refine? Communication tendencies that could be improved? Learning objectives you’d like to pursue? Certain individuals whose strengths may not match yours, and with whom you may want to take a different approach? Are there better ways to leverage the strengths of others with whom you interact?

Write your goals down so you can be accountable for those goals. Consider setting weekly reminders in your phone as well.

REMINDER: If you haven’t already done so, your mid-term mentoring evaluation is due. Please complete this at your earliest convenience.