

MUSICIAN SUPERPOWERS

Exploring your personal strengths

According to Professor Alex Linley, “a strength is a pre-existing capacity for a particular way of behaving, thinking, or feeling that is authentic and energising to the user, and enables optimal functioning, development and performance”

Knowing and utilising your strengths can help to build your self-awareness and is one of the most direct routes to personal and professional fulfilment. Sounds great right?!

Let's get started.

Strengths sorter activity

- 1.** We've given you some strengths on the following pages. Print them off and cut them out into individual cards. There are an extra 3 blank cards that you can write strengths to if you feel there's something missing. The 5 orange cards are 'header' cards, print them off too and cut them out so they're on separate cards.
- 2.** Organise the orange header cards at the top of the table (or whatever surface you're working on). Take some time to review each strength card, and reflect on how that skill or behaviour shows up in your world. Place each strength under the relevant orange header card. Do this with all of the cards, until you have 5 piles.
- 3.** Once you've established your strengths, limitations, competences and potentials, you've already increased your levels of self-awareness. Loving your work! To take that awareness to the next level, spend some time reviewing the reflective questions on page 4. This will help you establish what you'd like to do with the outcomes.

Action	Adaptability	Solution
Hard work	Cautiousness	Self-awareness
Adventure	Motivation	Listening
Critique	Time optimisation	Authenticity
Humility	Courage	Social intelligence
Persuasion	Teamwork	Humour
Wisdom	Love	Competition

Curiosity	Learning	Social connection
Spirituality	Kindness	Self control
Gratitude	Self-discipline	Optimism
Equality	Forgiveness	Personalisation
Empathy	Recognition	Leadership
Detail	Improvement	Creativity
Vitality	Planning	Responsibility
Explaining	Harmony	Resilience

Reflection questions

Are you using your strengths well or are you over-using them? Think about how much you use your top strengths in your current job. If you could start over, what job would you choose, using your top strengths? If you're not using your strengths to the full, brainstorm how you can bring them in a little more, or how you can change your role somewhat to reflect your strengths better.

How can you develop your potentials? You can try using your top strengths and potentials in a new way every day, for at least one week.

How can you minimise the use of your competences? If they drain you, they can't be that good for you, think about ways or reducing the amount of time you're having to use your competences.

Finally, what would you like to do with each of your weaknesses? You can try to develop them, ignore them (if they don't impact negatively on you) or can think creatively about how you can compensate (do others in your team have these skills?)

NOT ME	MY STRENGTHS	MY POTENTIALS	MY COMPETENCES	MY WEAKNESSES
Neither your strength, nor your potential, competence or weakness. It simply does not apply to you.	Strengths that you already are aware of and use frequently, which enable you to be and perform at your best.	Strengths that you may not be able to express on a daily basis. However, when you do display them you feel energy and satisfaction.	Behaviours that you have learned to do well, however you do not get pleasure or energy from. They may suck the energy out of you, even when the results are satisfactory.	Behaviours that you just can't do well and that seem to drain you. These attributes can create issues and need to be managed so that they don't hinder your success.

FURTHER INFO

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