

Skills, Knowledge, Talents and Strengths in Coaching

Knowledge, Skills, strengths and talents often get grouped together even though there is a difference between them.

Knowledge is what a person knows; the information and facts learned over time.

A **skill** is the ability to perform the basic steps of an activity. Skills are improved upon with repeated use.

Talents are deeply ingrained aspects of a person's psychology and personality; innate ways of thinking, feeling and behaving. We all have a spectrum of talents, with some talents being more dominant than others. These dominant talents are what we use to leverage and turn our skills and knowledge into **strengths**.

Strengths are a combination of our skills, knowledge and talents (alongside practice of course!). Strengths are powerful, and the more we use them, the more powerful they become.

When we work to our strengths, we gain greater energy, motivation, resilience, performance, authenticity, happiness and confidence. Strengths based coaching is a part of positive psychology coaching with the focus of bringing out the best in people in both good and the challenging times.

