

The Strengths Jotter

Great for coaches, managers and trainers, the Strengths Jotter provides you with a visual aid to record and develop your client's strengths and is ideally used in conjunction with the Strengths cards. With our unique Jotter pads you can confirm chosen Signature strengths, detail feedback and lead a discussion as to how to develop Strengths further into useful action. At the end of the session, tear off the sheet and your client/s get to take away a professional, personalised handout.

Each Jotter includes 25 sheets in one pad.

How to Use the Jotter:

Use the front page to record client's chosen strengths and to act as a reminder of the 24 strengths in the positive psychology portfolio. Ask your client to record their top 5 strengths (Signature Strengths), to record their 3 Lowest Strengths and to gain feedback from other people (at work and at home) as to their perceived strengths. Lead a discussion on the similarities and differences.

There is space on the reverse for you to record your strengths discussions. We typically have four strengths discussions as shown on the sheet, and here are some examples of coaching questions we ask:

1) Dial Up/Dial Down

- ✓ How effectively are you using your Signature Strengths?
- ✓ What strengths do you need to dial up at the moment to make better use of your signature strengths?
- ✓ What strengths do you need to dial up currently to cope more effectively at work/at home?
- ✓ What strength might you be overdoing that is unhelpful at the moment?
- ✓ Which of your Signature Strengths are you overusing, and could do with dialling down?

2) Golden Mean

- ✓ How can you better achieve a balance between your overdone and underused strengths?
- ✓ In what areas of your life do you need to think about working towards a 'golden mean'?

Continued overleaf



3) Strength Cluster

- ✓ When our Signature Strengths are operating together, they form a 'Strengths Cluster'. Ask your client to arrange their Signature Strengths as a cluster (a visual picture) of their strengths. (For example, it might be a circle of cards, a stack of cards, a line of cards in order).
- ✓ What does this cluster mean to you?
- ✓ When are you operating at your best and using your 'cluster' at its most effective?
- ✓ When does this cluster cause you to overuse your strengths?

4) Add A Strength

- ✓ What strength do you need to use more at the moment (depending on what is going on in your life)?
- ✓ Which one of your lowest strengths would you like to embrace more into your life?
- ✓ Which of your strengths is working against you in your career and you would like to make more effective?

