



# Talents Inquiry & Strengths Scan

## *TALENTS INQUIRY*

1. Make a list of everything that comes naturally to you – things for which you seem to have a “knack”.
  - Include work-related & non-work-related things in your list. Sometimes talents are those things that we consider fun & not “work”, even if we do them in a work-related context.
  - Don’t include those things where you think you have developed a skill, but have no real natural talent.
  - Think about times when you are in flow – when you lose track of time because you are enjoying what you are doing. These might be times that hold clues as to your talents.
2. Make another list of everything you are not naturally good at.
  - Doing this will help you clarify what your talents are by knowing what they are not.

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## *STRENGTHS SCAN*

- Ask 5 friends, family members, supervisors (former or current), career mentors, &/or co-workers (former or current) to tell you what they think are your strengths & talents, your most positive or special qualities, & your best personal characteristics.
- If possible, try to include people who know you from different times & contexts of your life & include people in at least the following categories: family member(s), friend(s), co-worker(s).
- It is best to ask them to provide this to you in written form so that you can compare the responses & see patterns.
- Once you have their responses, summarize the themes you see among them.
- Some possible questions to ask:
  1. What are my standout strengths? (Very few others are as good as I am.)
  2. What are my moderate strengths? (I’m good – so are many others.)
  3. How would people describe me?
  4. What are my overdone strengths? (Things I’m good at, but not interested in using – I’m going to burnout if I keep focusing on these.)
  5. What are two skills I should strengthen? How would it help me, given what I want to do?

Change is inevitable. Growth is intentional.

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