

OWN YOUR SUPERPOWERS



FOLLOW-ALONG GUIDE

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COACHING

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What are SUPERPOWERS?

Definition:

YES

NO



Examples of SUPERPOWERS

Benefits of using your SUPERPOWERS:



What about **WEAKNESSES**?

*“If you spend your life trying to be good at everything,
you will never be great at anything.”*

– Tom Rath

MODULE 1 ASSIGNMENTS MENU:



**Identify
YOUR
STRENGTHS!**

- 1. Strengths Reflection*
- 2. Fan Survey*
- 3. VIA Assessment*
- 4. Strengths Self-Assessment*

Module 1 Assignment 1

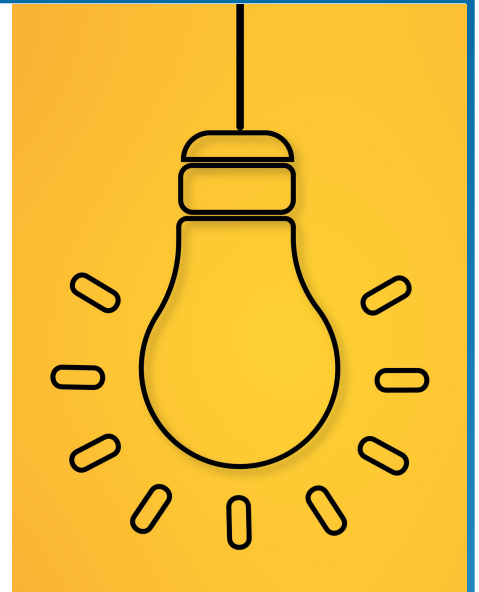
Strengths Reflection

This reflection is a wonderful way to capture your strengths. Spend some time exploring these questions—you don't have to answer each per se, but take a look at these prompts and see what comes up for you. Write your thoughts on the next page.

- *I'm really good at...*
- *When I do these things, I'm fearless...*
- *I'm unique (even quirky) in these ways...*
- *When I look back at my biggest successes in life, I see these personal strengths contributed...*
- *When I look back at the biggest challenges I've overcome, I see these personal strengths contributed...*
- *I do these things effortlessly...*
- *If I'm working in a group, I usually fill the role of (expert, supporter, organizer, etc.)*
- *In school, these classes were easy for me...*
- *These are things some people might think are difficult, but I find easy most of the time...*
- *People praise me for...*
- *Careers/jobs/activities people tell me I would be great at include...*
- *My friends come to me for help on...*
- *My family comes to me for help on...*
- *My coworkers/colleagues come to me for help on...*
- *My neighbors or others in my community come to me for help on...*
- *I feel really confident when I am...*

Strengths Reflection (continued)

My Notes...



Module 1 ASSIGNMENT 2

Ask for Fan Feedback



While assessing your Strengths is critical, it's often helpful to solicit feedback from others who probably see aspects of you that you may not readily acknowledge or recognize. With that in mind...

Contact 3 to 5 (or more) people who know you well and whom you trust. It is best to get a variety of people from different parts of your life, including family, friends, and colleagues—or anyone else who's a fan!

You may choose to email or text them. You could also message them on social media (some choose to post on their personal page to maximize the range and number of respondents). Make sure to give them a deadline (usually 2-3 days—allow yourself time to complete the follow-up).

Ask for Fan Feedback (continued)

Here is a suggested script:

Dear _____,

I am taking a course that asks me to complete an exercise aimed at uncovering my strengths. These could be personal qualities, personality traits, natural gifts/talents, learned skills/abilities, unique knowledge/perspectives.

As someone who knows me well and whose perspective I value, I would appreciate your input. Here are some questions to ponder. Don't feel you have to answer all of these; they are just meant to get you thinking. Positive feedback only!

- *What do you feel are my greatest strengths, whether natural-born talents and qualities, or learned skills and knowledge?*
- *When have you seen me at my best?*
- *When do I seem most at peace to you?*
- *What do others say they like about me?*
- *What do I bring to any situation or relationship?*

Please respond by _____.

Thanks,

Gather all the feedback you've received (note: you may need to remind people if you're not receiving their input promptly). Then bucket this information into categories of strengths (including natural gifts, talents, qualities, abilities, etc.), as many as makes sense.

Use one or more words to describe each. Like: Courage, Helpfulness, Speaking, Fixing Things, Humor, Party Planning, High Energy, Editing, Can-do Attitude... Anything goes!



Module 1 ASSIGNMENT 3

Identify Your Character Strengths



The VIA Character Strengths Assessment was developed by the father of Positive Psychology, Martin Seligman, out of the University of Pennsylvania. Seligman, along with Chris Peterson and with the help of 55 social scientists, identified 24 strengths each and every one of us has, albeit to varying degrees. To home in on these 24, they studied virtues common to all cultures and across history and found 6: wisdom, courage, humanity, justice, temperance, transcendence. They then discerned the strengths that fit under each of these virtues. You can read more about their process in Seligman's book, *Authentic Happiness*.

The VIA Survey is the only free, scientifically validated assessment of Character Strengths in the world. It has been taken by over 8 million people around the globe!

Identify Your Character Strengths (continued)

Now it's time for you to become one of these many test takers. Register by clicking on this link:

<https://www.authentic happiness.sas.upenn.edu/user/register>.

You need to provide your email but rest assured, the VIA Institute pledges to never share email information.

Once you're in the site, you'll see a variety of questionnaires. Feel free to peruse them and try them at your leisure. For today, the assignment is to take the VIA Survey of Character Strengths (under the Engagement Questionnaires). This is a 240-item questionnaire that will take you about 15 minutes to complete.

When you're done, you'll receive a rank-order listing of your 24 Character Strengths, which is all you'll need for our purposes. (You have the option to purchase a more in-depth profile report.) The top 5 on your list are called your Signature Strengths. Make note of these are they are the ones we will focus on moving forward.

Note: The bottom strengths are not considered weaknesses; they are simply underutilized, under-developed, or not-as-valued strengths.



Module 2 ASSIGNMENT 4

Strengths Self-Assessment

In each of the categories of Strengths below, choose the words which most describe your personal Strengths. Circle as many as apply to you. Note that these Strengths lists are only meant as a starting point; feel free to add any words that better capture your Strengths.

PERSONAL QUALITIES

Accuracy	Ethical	Modest	Team oriented
Action oriented	Fair	Motivated	Thoughtful
Adventurous	Fast	Observant	Thrifty
Ambitious	Flexible	Open-Minded	Timely
Analytical	Focused	Optimistic	Tolerant
Appreciative	Forceful	Orderly	Trustworthy
Artistic	Friendly	Organized	Versatile
Athletic	Generous	Original	Visionary
Authentic	Goal-Oriented	Outgoing	Vibrant
Balanced	Gratitude	Patient	Warm
Can do	Hard-working	Peaceful	Wise
Caring	Helpful	Persevering	
Charming	Honest	Persistent	
Clever	Hopeful	Persuasive	
Communicative	Humble	Practical	
Compassionate	Humorous	Precise	
Confident	Idealistic	Problem solving	
Considerate	Imaginative	Productive	
Courageous	Inclusive	Prudent	
Creative	Independent	Resilient	
Critical thinker	Industrious	Respectful	
Curious	Ingenious	Responsible	
Decision Making	Initiating	Self-Assured	
Dedicated	Inspirational	Self-Controlled	
Detail oriented	Intelligent	Serious	
Determined	Kind	Socially intelligent	
Disciplined	Knowledgeable	Socially skilled	
Educated	Lively	Spiritual	
Empathetic	Logical	Spontaneous	
Energetic	Loving	Straightforward	
Entertaining	Learner	Strategic	
Enthusiastic	Merciful	Tactful	

Strengths Self-Assessment (continued)

LEARNED SKILLS RELATED TO PEOPLE/RELATIONSHIPS

Advising	Giving feedback to	Observing	Supervising
Briefing	Guiding	Organizing	Teaching
Building teams	Helping	Overseeing	Team-working
Coaching	Hosting	Persuading	Training
Communicating with	Influencing	Preparing	Troubleshooting
Connecting	Interviewing	Problem-solving among	Understanding
Coordinating	Judging	Researching	Uniting
Counseling	Leading	Reviewing	
Delegating	Learning from/with	Supervising	
Developing	Listening to	Teaching	
Directing	Managing	Team-working	
Empathizing with	Mentoring	Training	
Empowering	Motivating	Researching	
Evaluating	Negotiating with	Reviewing	

LEARNED SKILLS/SUBJECT MATTER RELATED TO WORK/CAREER

Accounting	Design	Management	Sociology
Administration	Economics	Marketing	Startup / Entrepreneurship
Aerospace	Editing	Mathematics	Statistics
Animal Care / Training	Education	Medicine	Strategy
Anthropology	Energy	Nonprofit	Teaching
Architecture	Engineering	Nursing	Technology
Art History	Environmental Science	Organizing	Travel Planning
Auditing	Event Planning	Performing Arts	Visual Arts
Biology	Finance	Philosophy	Web Design
Budgeting	Film and Media	Physics	Writing
Caregiving / Childcare / Elder Care	Foreign language / Translation	Planning / Organizing	
Crafts	Fundraising	Politics	
Chemistry	Geology	Product Design / Development	
Classics	Health	Project Management	
Computer Science / Programming	History	Psychology	
Contract Services	Human Rights	Public Speaking	
Culinary Arts	Ideation/Innovation	Religion	
Data analysis	Implementation	Research	
Decision Making	Law	Repairs	
Detail orientation	Linguistics	Sales	
Drafting	Literature	Social Media	

MY STRENGTHS!

Now that you have spent some time uncovering your Strengths, make a final list below that captures all you have learned about them, both from your own exploration as well as from your fan feedback. You will likely see some overlap in your findings, so be sure to group your Strengths into buckets that make sense. This will help make what could be a long list more manageable.



What are SUPERPOWERS?

Definition:

It's a Superpower if:



MY SUPERPOWERS!

Now go back over your list of Strengths (2 pages back) and cross out any Strength you identified that does not fit these criteria:

- 1.You love using it and yearn to use it more.
- 2.You feel energized and strong when you use it.
- 3.It feels authentic to you; it reflects who you truly are.

The remaining Strengths are your Superpowers! Write them below.



MODULE 3: LEVERAGE YOUR SUPERPOWERS

Express YOUR SUPERPOWERS in all areas of your life!

WHICH AREAS? ONE EXAMPLE:

HEALTH: Physical, emotional, mental

LOVE, FAMILY, HOME: feeling loved whether partnered or single, quality of family relationships, satisfaction with your physical and geographic home environment

FRIENDSHIPS: satisfying and supportive social relationships

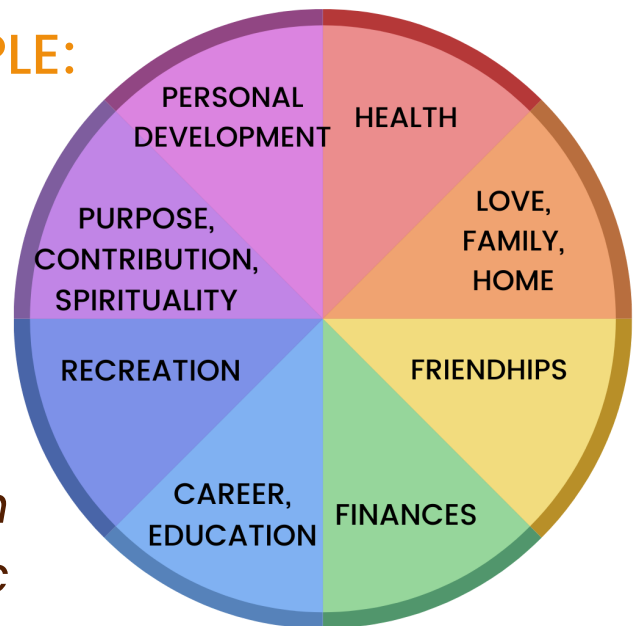
FINANCES: Income, saving, budget, investment, planning

Career and Education: confidence, success, growth

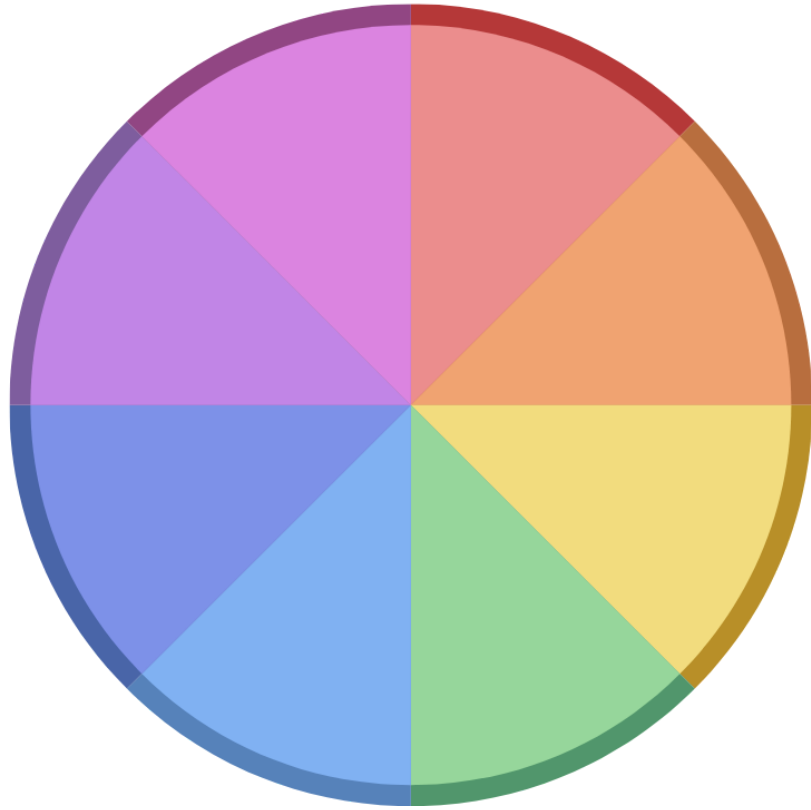
RECREATION: hobbies and interests, humor and fun, adventure and travel

PURPOSE, CONTRIBUTION, SPIRITUALITY: living a meaningful life, knowing you are contributing to the greater good, having spiritual outlets

PERSONAL DEVELOPMENT: Curiosity, self-awareness, openness to learning and change



HOW I DEFINE IMPORTANT AREAS OF MY LIFE



For each of **YOUR SUPERPOWERS** in each area of your life, ask yourself:

- 1. How am I utilizing this Superpower in this area of my life?*
- 2. What can I do to become even better at this Superpower?*
- 3. How can I use this Superpower (even more) to help me flourish (even more) in this area of my life?*
- 4. What is one specific measurable goal I can commit to in this area to leverage this Superpower?*



SUPERPOWER: _____

Area: _____

- 1. How am I utilizing this Superpower in this area of my life?*
- 2. What can I do to become even better at this Superpower?*
- 3. How can I use this Superpower (even more) to help me flourish (even more) in this area of my life?*
- 4. What is one specific measurable goal I can commit to in this area to leverage this Superpower?*

MAKE IT A PRACTICE!

"We are what we repeatedly do."

– Aristotle



NEED SUPPORT?

Sign up for a 1-on-1 coaching session with me, available to you at a discounted price. Go to this course's home page to schedule.

GET YOUR FREE GIFT!

I'd love your feedback on this course! Please complete the survey in the final module and receive your Certificate of Completion (and a thank you gift from me!).



WANT TO CONTINUE ON YOUR PERSONAL GROWTH JOURNEY?

Check out the many courses available to you now (more coming soon) in our Courses Portal, and support charitable causes while you're at it!

Go to MyTurnToThrive.com.



Thank you!

Here's to making the most of
your SUPERPOWERS!

Helene