

# Know Your Strengths: The Secret to High Performance

A Brief Introduction  
to Using Marcus Buckingham's  
Revolutionary Steps to Success.



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Coaching for awareness, action & accountability

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## ACTIVITY #1: I LOVED IT WHEN.....

Think back over the last week. Recall the activities that you loved doing. Make a list below of the activities that had you:

| <b>FEELING</b> | <b>THINKING/SAYING</b>   |
|----------------|--------------------------|
| Powerful       | That was easy            |
| Passionate     | Time went by so fast     |
| On fire        | This is fun              |
| Confident      | When can I do this again |
| Natural        | AWESOME!                 |
| Strong         |                          |
| Authentic      |                          |

## ACTIVITY #2: WHAT MATTERS?

In this activity you will work with a partner to clarify the factors that must be present to generate that positive emotion – feeling strong.

**CHOOSE an activity from your list & write it here:**

**WHY** did I do this activity?

What matters -- Research? Help someone? Create something? For Fun?

Does it matter **WHO** I do this activity with/to/for?

What matters -- Who was involved? Coworkers? Strangers? One person? Many people? Alone?

**WHEN** did I do this activity?

What matters -- Time of day? During a crisis? Scheduled? Spontaneous?  
Beginning/middle/end of project?

**WHAT** part of the activity gave me energy?

What matters – Setting? Activity? In person? Remote? Pace (fast or slow)?

**DRAFT STRENGTH STATEMENT:**

I feel strong when....

## ACTIVITY #3: STRENGTHS CHAT QUESTIONS

I feel strong when ...

Describe 2 *vivid* examples of doing this activity in a business setting:

1.

2.

How does this strength help you in a job/work setting?

How could you spend time focusing on this activity in a work setting?