



STRENGTHS + CONTEXTS + MEANING = JOY

◀ LEAN INTO YOUR STRENGTHS ▶

MAKE THE BEST PART OF YOUR JOB THE BIGGEST PART OF YOUR JOB

- 1. Step One: Think About What Talents Come Naturally**

To come up with a list of your natural talents, consider the following questions:

 - What sorts of activities or skills come easily to you?
 - How did you first become aware of them?
 - How have you spent time developing those skills?
 - Do you have any talents that you haven't developed but wish that you had?
 - Do you have any talents that you have been discouraged from developing?
 - Which of your talents do you think you could really develop if you tried?
- 2. Step Two: Ask Others About Your Strengths**

At work, you receive performance feedback from your boss. Your peers ask you to join their teams to leverage your strengths for a particular task. Your family and friends witness your strengths grow over time. It's important to tap into these sources to understand what others consider to be your strengths
- 3. Step Three: Reflect on Your Crowning Moments**

Take a walk down memory lane and think about the jobs that you have had. Did you have any crowning moments? For each moment, write down the scenario, the activities in which you engaged, and the corresponding skills that you used.
- 4. Step Four: Capture Your Specific Strengths**

By now you will have a few lists on the go: talents, strengths, and skills. The next step is to identify which of those talents, strengths, and skills are your most joyous strengths, those activities in which you demonstrate consistent, near-perfect performance while simultaneously experiencing joy.
- 5. Step Five: Explore Best-Fit Contexts**

It's not enough to create your list of strengths and stop there. To get to the highest levels of joy you also have to consider the contexts in which you utilize those strengths. Context can have a significant impact on joy.
- 6. Step Six: Diarize the Time Spent Within Your Strengths**

For one or two of your more typical weeks at work, engage in a time study. For each activity or task, rate your invigoration level on a scale of 1–3, where 1 is highly invigorating and 3 is not at all invigorating. At the end of the week, ask yourself:

 - What percentage of my time did I spend in activities or tasks that rate a '1'?
 - Which strengths did I leverage during this time?
 - How did I feel during these times?
 - What percentage of my time did I spend in activities or tasks that rate a '3'?
 - Which of my skills that I don't enjoy did I have to use during these times?
 - How did I feel during these times?
- 7. Step Seven: Craft Your Job to Your Strengths**

We know two things for sure about joy and strengths. You have to know what you do best, and you have to find the best fit between your strengths and your job. Certainly, thinking about your strengths will not be a new concept to you. Most of us have understood enough about what makes us happy at work to find jobs that call on aspects of our strengths. But to be a Joychiever, you need to find ways to make the best part of your job the biggest part of your job.