

## How To Make The Most Of Who You Are



**I often hear the phrase 'maximising your potential' in the context of personal and professional development ...** But what does it mean in practice?

### From your perspective ...

In order to make the most of who you are, you need to recognise what you have: your skills, strengths, qualities, etc.

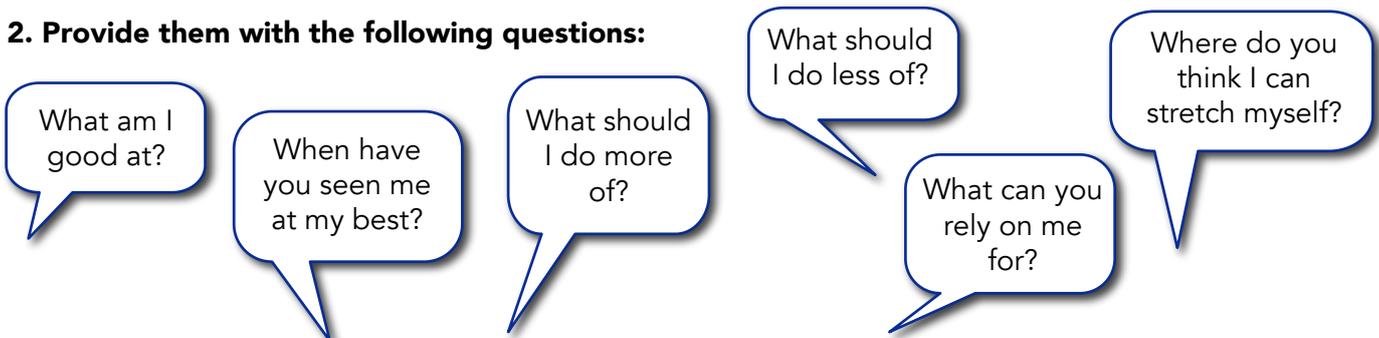
**How often do you do this?** During coaching or training sessions, when I ask people to list their strengths, they often struggle. Is this due to lack of practice, lack of awareness, a concern that you'll appear big-headed, or something else? There's nothing wrong with celebrating your talents, successes and achievements ... in fact, it's very healthy. Try listing your strengths in different areas of your work. Don't be shy!

### From others' perspectives ...

Finding out our strengths from others is a good way to top up our own lists. Other people often see us in a different light to how we see ourselves; they recognise positive qualities and strengths that we don't necessarily see. A useful tool I've used before with coachees to gain feedback from others is called **"Ask 6 People 6 Questions"**. Here's how it works ...

**1. Make a list of 6 people** from different areas of your workplace (colleagues, line manager, other staff) whom you believe will give you honest answers to the following questions.

**2. Provide them with the following questions:**



These questions are great because they're suitably vague and non-leading. Encourage your responders to answer the questions as fully as they can.

**3. Analyse the results**

Are there strengths, skills or qualities that others recognise in you, which you have on your list too? And are there any surprises?

**RESULTS!**

**And finally ...**

**How will the outcomes of this exercise impact on your effectiveness and/or confidence levels for next academic year? And what, if anything, will you do differently?**

**Discover other ways to maximise your own (and others') potential with Coaching Skills Training ...**

### New Accredited Coaching Skills for Schools Course

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