



Strengthscope
Interview[™]

Welcome to your StrengthscopeInterview™ report

This is a shortened version of the full Strengthscope® standard report and associated learning content.

The Strengths Approach

Strengthscope® is a strengths-based development tool that supports you to identify your unique strengths, energisers, and motivators. We define strengths as:

Underlying qualities which energise you, and you are great at (or have the potential to be great at)

According to research, building self-awareness of our unique strengths and being intentional and adaptable about how we apply these can lead to greater levels of success and confidence. Working within our strength areas correlates with resilience, confidence, engagement and problem-solving.

In a sample of 3000 candidates across the world, 99% of candidates surveyed agree that completing Strengthscope® had a positive impact on their recruitment experience. Hiring managers also reported positive impact for those candidates who were able to articulate their strengths effectively.

This report provides further insights into your most energising strengths and supports you in making the most of these when preparing, attending, and reflecting on interview experiences.

How to make the most of this report

The following section of this report will give feedback on the most energising seven strengths within the Strengthscope® framework, that you identified using the Strengthscope® questionnaire. These strengths are provided in alphabetical order. You are also provided examples of your strengths in *overdrive - a strength or combination of strengths, being applied ineffectively with stakeholders or situationally.*

The way your strengths show up in combination with each other is the best indication of how you are energised as a truly unique individual. To help your prospective employer, take time to provide clear examples of how your strengths have worked in combination to achieve positive outcomes.

Reflective questions have been provided in section 3 to help you determine how you are using your strengths now, how you would like to use them in the future, and how to articulate this in an interview setting.

Your Significant 7 strengths



Courage

At your best you...

- are able to stand up for what you believe in, even when challenging authority or the status quo
- are able to withstand personal risk, pressure and difficult circumstances
- take tough stands based on your convictions, even if they are unpopular

In overdrive you may...

- isolate yourself and find it difficult to gain other's sponsorship and support



Emotional control

At your best you...

- are aware of your feelings and emotional 'trigger points' in response to your environment
- are able to quickly shift inappropriate or negative emotional states to more productive ones
- control against emotional outbursts and remain calm under pressure

In overdrive you may...

- find that others may not know how you feel about an issue at work, so they may not take it as seriously as they should



Flexibility

At your best you...

- find the idea of fast-moving and unpredictable situations energizes you
- are able to adapt relatively easily to whatever comes your way
- embrace change in every aspect of your life

In overdrive you may...

- become drained about the volume of projects that your flexible approach has created



Optimism

At your best you...

- believe that in the vast majority of cases, things will work out for the best
- don't let isolated negative events affect your positive view of the world
- look first for the positive in people, plans and projects

In overdrive you may...

- risk not fully taking possible pitfalls or shortcomings into account when assessing or planning for a project



Persuasiveness

At your best you...

- are able to persuade others to your way of thinking based on the merits of your position
- enjoy negotiation and debate as they provide opportunity for you to state your case and win people over
- find that there are times when you will stop at nothing to persuade and convince others

In overdrive you may...

- influence most outcomes in your favour, irrespective of the importance of the issue



Relationship building

At your best you...

- have a wide network of colleagues and contacts
- enjoy meeting new people and getting to know them
- are the sort of person who knows everybody and often introduces people in your network to one another

In overdrive you may...

- focus on initiating new relationships and contacts as a goal in itself rather than to support a wider objective



Resilience

At your best you...

- tend to see problems or threats as opportunities
- are able to quickly recover from stressful or traumatic experiences
- persist in solving challenging or complex tasks in the face of stress, pressure or setbacks

In overdrive you may...

- take on 'mission impossible' in order to challenge yourself, and lose a sense of priority in the broader perspective

Bring your Strengths to your interview

The reflective questions below will enable you to have a confident and informed understanding of how your strengths will enable you to achieve success in the specific role you are applying for. This will help you to show up as your authentic self and articulate how you will best thrive in the workplace.

Pre-interview preparation

- Which of your Significant 7 strengths do you foresee helping you to bring value to the role that you are applying for?
- Where have you achieved success in some of the outcomes expected in the job description and how did using your strengths contribute to these?
- What prior examples do you have of building and applying skills that associate with your strengths?
- What were the positive outcomes?
- How do you foresee this translating into the role that you have applied for?
- What is it like for team members to work with someone with your strengths?
- How do they help you to be a valuable team member?



How will the role suit your unique needs? (Questions to ask the hiring team)

- What type of projects do you foresee this role being involved in? *Consider how this will enable you to develop the strengths that you are keen to use often.*
- What are the common ways that the team communicate and work together day-to-day? *Consider if this will enable you to feel energised with those the role is connected to.*

Post-interview reflections

- Which strengths were you able to articulate examples of easily?
- Which strengths do you need to consider further to help you articulate them better next time?
- What additional examples of your optimal working practices would you like to be able to share in the future?
- What did you learn from the way the hiring team talked about tasks, ways of working and organisational direction that made you think you would find this an energising place to work?

