

## Strength Core Quadrants

(inspired by Positive Psychology)

This worksheet guides you through examining your strengths and considering how it influences your relationships with others.

Take a blank sheet and divide it into four quarters.

### Step 1: Identify a Core Quality (aka a Strength)

If you need help to determine your core quality, ask yourself these questions:

- What is a natural ability of mine, something that requires little effort to express?
- What attributes do other people appreciate in me?
- What attributes do I look for or expect from others?

Put the core quality in the first quadrant on the worksheet.

### Step 2: Identify your Pitfall, or Tendency to overuse your Strength

Ask yourself these questions to figure out what your pitfall is:

- What does too much of this core quality look like? What have others noticed?  
What do I get blamed for?
- What do I tend to justify about myself to myself?
- What do I tend to forgive in others, perhaps too much?

Put your pitfall in the second quadrant.

### Step 3: Identify a Challenge to your Pitfall

A challenge to your pitfall is a positive quality you want to show or use more.

Consider these questions to help you figure it out:

- What is the opposite of this pitfall? What behavior do you wish you display instead of the behavior associated with the pitfall?
- What do I admire in others?

Write the challenge down in the third quadrant.

#### Step 4: Identify your “Allergy”

Your “allergy” happens when you experience too much of your own challenge in someone else.

Ask yourself these questions to determine your allergy:

- What does too much of this challenge look like?
- What have others suggested to me to put into perspective?
- What is the opposite of my core quality/strength?
- What do I despise in others?

Write this down in the fourth quadrant.

#### Step 5: Reflect and Share

Reflect on your completed core quadrant worksheet to learn more about yourself and your strengths/weaknesses and pitfalls. Think about how you over- and under-use these qualities.

Note down:

What have you learned?

What has surprised you?

What does it make you think?

Share your key findings with another peer or team member and/or with your manager.