

Activity 2

Gain insights from others

Sometimes we believe we have a certain strength, but others might perceive them in a different way. Then there is a gap between your **identity** (how you see yourself) and your **reputation** (how others see you).

As people hire, develop and (hopefully not) fire us based on the behaviour they observe, it is important that we cross-check our internal story with people we trust to develop a realistic picture of ourselves.

Exercise 1

In the eyes of others

This activity provides you with the top 5 characteristics that others would use to describe you, helping you to better understand your reputation.

- ✔ Contact two family members, two friends and two work or study colleagues to name you 5 characteristics that describe you best, of which at least one needs to be a weakness. It could sound like this:

“I am interested in learning more about my strengths and weaknesses, can you send me 5 words that describe who I am. I’m open to feedback, include at least one weakness. Thanks.”

- ✔ Compare the responses – where do they align with your top 4 strengths? Do they differ from your own self-view?

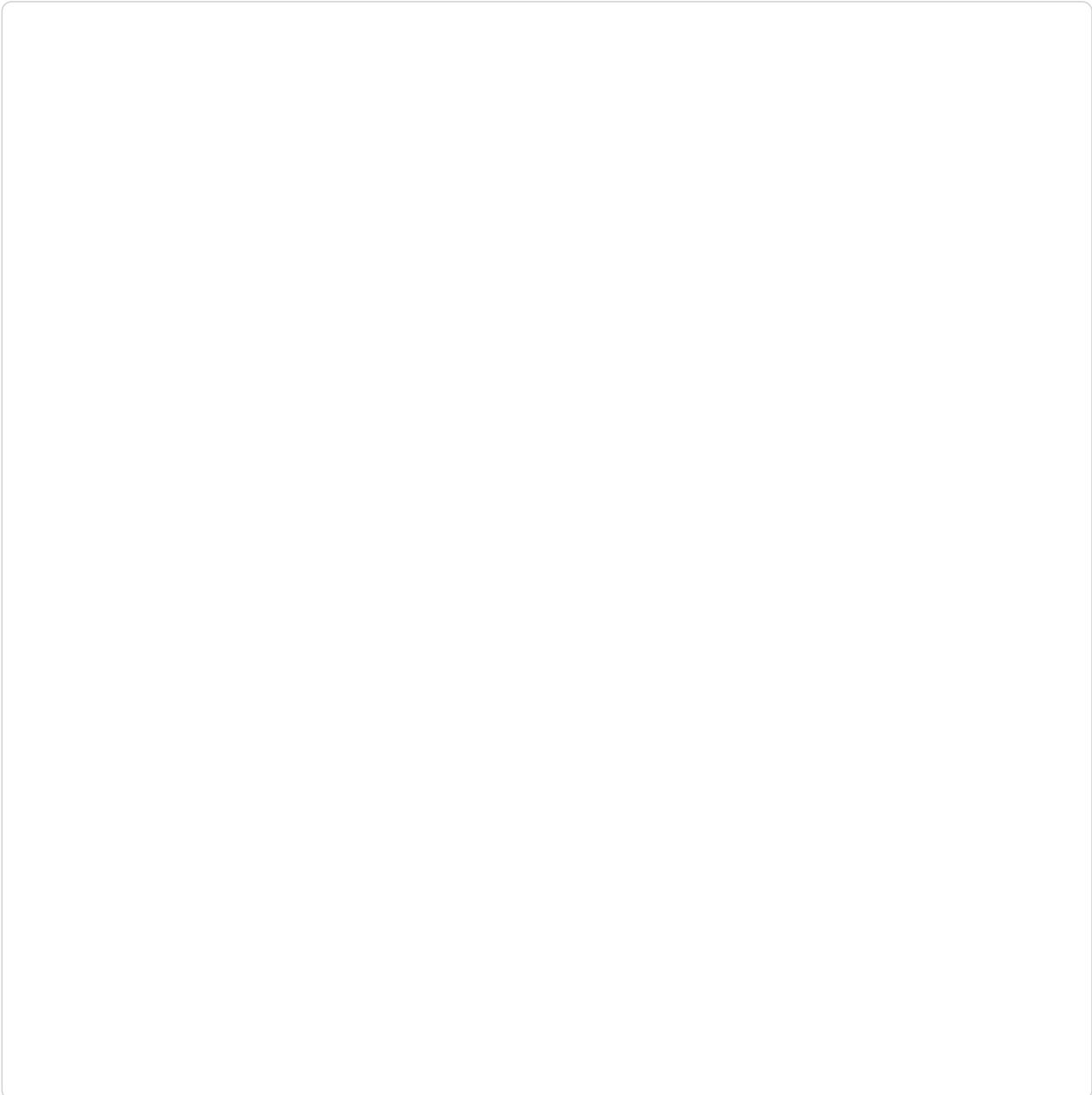
- ✔ Write down where you would need to adjust your behaviour to ensure that you come across the way you want to.

Exercise 2

Reflected best-self

This activity provides you with a list of situations that bring out the best in you, so you can re-create those situations again in the future and perform at your best.

- ✓ Ask 5 friends and colleagues to tell you a story of when you were at your best.
- ✓ Collect those stories, find the common themes between them and write a self-portrait of when you are at your best.



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