

# How to discover & Build Your Strengths

– A short introduction and self-study material  
collected from the site [PositivePsychology.com](https://www.PositvePsychology.com) - Helping  
You Help Others

Maria Hofman-Bergholm  
Lic. Phil. in environmental education  
RDI-Expert, Centria UAS



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# What Are Personal Strengths?



## Definition of Personal Strengths

Personal strengths are recurring patterns of positive functioning that feel authentic and energizing when used.

## Strengths vs Skills

Unlike skills, strengths increase energy and authenticity rather than merely competence or external performance.

## Context-Sensitive Expression

Strengths express differently across work, relationships, and personal projects depending on context.

## Strengths-Based Mindset

Focusing on strengths boosts motivation, self-esteem, and long-term personal growth.



# Why Focusing on Strengths Works

## Scientific Support

Research in positive and organizational psychology shows that using your strengths boosts well-being and engagement.

## Intrinsic Motivation

Using strengths promotes intrinsic motivation, leading to better learning and persistence.

## Reduced Stress and Burnout

Focusing on strengths reduces stress and lowers the risk of burnout in work and study.

## Improved Performance and Relationships

Strengths use enhances productivity, creativity, problem-solving, and social collaboration.



# Identifying Your Strengths Through Self-Reflection



## Value of Self-Reflection

Self-reflection reveals natural strengths by identifying moments when you feel engaged and energized.

## Recognizing Patterns

Looking back at successes and enjoyable challenges helps uncover consistent strength patterns.

## Emotional Signals

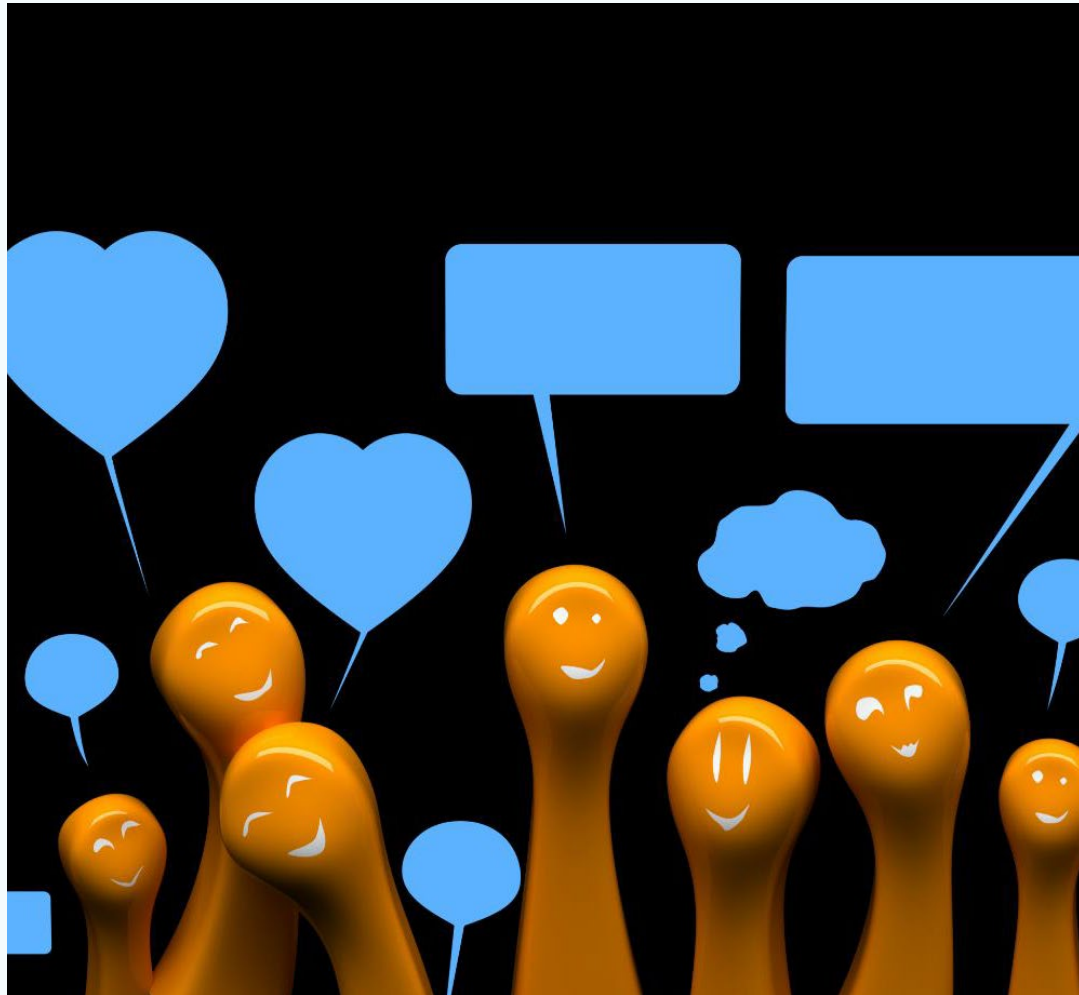
Positive emotions like pride and curiosity often accompany the use of true strengths.

## Building Strengths Vocabulary

Structured journaling helps develop a personal strengths vocabulary based on real experiences.



# Seeing Your Strengths Through Others' Eyes



## Value of External Feedback

Feedback from trusted others reveals hidden strengths that self-reflection might miss or undervalue.

## Asking Specific Questions

Using open-ended questions helps uncover consistent themes highlighting genuine personal strengths.

## Combining Perspectives

Merging external feedback with self-reflection creates a balanced and accurate understanding of strengths.

## Building Confidence

Validated strengths make it easier to communicate personal abilities confidently in various settings.



# Building and Developing Your Strengths – how and why?



## Intentional Strengths Development

Strengths grow stronger through regular use, challenge, and reflection to reach higher complexity levels.

## Setting Realistic Goals

Small, achievable goals encourage frequent use of strengths without creating pressure or burnout.

## Reflecting for Growth

Reflection after using strengths helps identify what worked, energizes, and areas for improvement.

## Aligning Strengths with Values

Using strengths in meaningful ways boosts motivation, persistence, and long-term engagement.





**Strengths**



**Intervention**



**5-10 min/day**

# Red and Green Activities

(an intervention from  
<https://positivepsychology.com/toolkit/>)

The goal of this exercise is to increase your awareness of activities that rely on your strengths or weaknesses. The material is collected from PositivePsychology.com

# Red and Green Activities

## Instructions

### 1. Step 1: Introduction

A hallmark of strengths is “energy.” When we use our strengths, we feel energized and engaged. Activities that rely on our strengths are enjoyable and feel as if our energy levels are being raised.

In contrast, using weaknesses drains us. When we operate from our weaknesses, we feel negativity, disengagement, and lack of motivation.

Activities that rely on our weaknesses feel as if our energy levels are being drained.

# Red and Green Activities

## Introduction

In this exercise, we call activities that rely on your strengths and provide you energy “green activities.” These are activities that:

- you genuinely enjoy doing
- make you feel energized
- make you forget the time
- you look forward to
- you can do well even under conditions of stress or fatigue

# Red and Green Activities

## Introduction

Activities that rely on your weaknesses and deplete your energy are referred to as “red activities.” These are activities that:

- you do not like doing
- make you feel depleted
- seem to pass very slowly
- you don't look forward to
- require a lot of effort and self-control to do well

# Red and Green Activities

## Step 2: Record Red and Green moments

Activities that rely on your weaknesses and deplete your energy are referred to as “red activities.” These are activities that:

- you do not like doing
- make you feel depleted
- seem to pass very slowly
- you don't look forward to
- require a lot of effort and self-control to do well

# Red and Green Activities

During the upcoming week, record your “green” and “red” moments daily. Make a table like “Appendix A” →.

In the first column of this table, provide a brief description of the activity. In addition, indicate energy levels per activity by registering the extent to which the activity at hand enhanced energy or depleted energy.

In the second column, put a sign next to each activity to indicate the change in energy level:

- required a lot of energy
- required some energy
- 0 did not require energy but did not give energy either
- + gave me positive energy
- ++ gave me a lot of positive energy

## Step 2: Record Red and Green moments

Appendix A: Daily Reflection Form

Date:

| Green Activities |               |      |
|------------------|---------------|------|
| Activity         | Energy levels | Note |

|  |  |  |
|--|--|--|
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

| Red Activities |               |      |
|----------------|---------------|------|
| Activity       | Energy levels | Note |

|  |  |  |
|--|--|--|
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

# Red and Green Activities

After completing the reflections, closely examine your answers. **Select the five activities that make you feel most energized** and make a table like “Appendix B, My Top 5 Green Activities”, use the first column of the table the to list the activities that **make you feel most energized** .

Next, use the second column of the table to indicate what strength(s) you may be using during each activity.

## Step 3: Strengths reflection

Appendix B: My Top 5 Activities - Reflection

### My Top 5 Green Activities

Activities that make me feel most energized:

Strength(s) that I am using during these activities:

1.

2.

3.

4.

5.

### My Top 5 Red Activities

Activities that make me feel most depleted:

Strength(s) that I am lacking during these activities:

1.

2.

3.

4.

5.

# Red and Green Activities

## Step 5: Evaluation

Now write down your answers to these questions:

- What have you learned from this exercise?
- How can you use your strengths more often?
- How can you effectively deal with situations that deplete your energy? For instance, you can delegate your energy-draining areas to someone or reframe those tasks? Alternatively, you may marshal your strengths to help or build your energy ahead of time so that you have the baseline energy you need to get through an energy-draining task.



## **Intervention 2!**

**Identify your own strengths by your self or with a group. Use the VAHTO strengths Cards!**

You will find the cards and information about how to use them by your self or with a group here: [VAHTO Strengths Cards.pdf](#)

This was just a brief introduction in how you can learn to find your own strengths.

Hopefully it can be useful for you.

Thank you for reading

