Identifying Strengths Activity

In this activity, you will bring the job seeker through a series of scenarios. Through their responses, you should be able to start collecting information regarding their strengths and communications styles.

If open responses are difficult for the job seeker, multiple choice options are provided for each scenario to help the seeker brainstorm possible responses to the situation. Simply asking the seeker to fill out the form will not be sufficient to determine their strengths. It is encouraged for you to discuss the seeker’s response to each question. Why did they choose that course of action? What does their choice tell you about how that person may be valuable in an office?

There are also 5 long-form questions at the bottom of the activity. These will be useful if you still need to get to know the job seeker. These questions, or questions like them, will help you start to build a relationship with the job seeker. The answers to these questions can also be helpful as you begin identifying their strengths.

This activity also provides opportunity for you to begin considering other areas of the discovery process. Does the job seeker indicate any strong preferences? Record notes while you and the job seeker begin to answer these questions.

Multiple Choice Situations:

1. You are out shopping and find a $20 bill on the ground. What do you do?
   1. Use it to buy something nice in the store
   2. Use it to buy a gift for someone you love
   3. Turn it into mall security
   4. Donate the money to a charity
2. You are at a friend’s house and notice that your friend seems upset. What do you do?
   1. Try to distract my friend with fun games.
   2. Ask my friend to talk to me about his/her problem.
   3. Give them a big hug and ask what they want to do.
   4. Tell them to cheer up.
3. You are invited to a party, what do you do?
   1. Go to the party and meet a lot of new people.
   2. Go to the party only if you will know most of the people there.
   3. Don’t go to the party and meet your friends somewhere else.
   4. Don’t go to the part and stay home.
4. Someone you know says something mean about another person’s sweater. What do you do?
   1. I agree with them and laugh.
   2. I try to change the subject.
   3. I ask them not to say mean things.
   4. I go and start a friendly conversation with the other person.
5. You want to request a day off of work, what do you do?
   1. I ask my boss directly.
   2. I send my boss an email.
   3. I ask a friend to ask my boss for me.
   4. I work even though I am unhappy.
6. You notice a new person at work, what do you do?
   1. I go right up to them and introduce myself.
   2. I wait to be introduced by a mutual friend.
   3. I wait until I can talk to them in a big group first.
   4. I avoid the new person until I absolutely *have* to meet them.
7. You and your friend are hanging out but want to do different things. What do you do?
   1. I listen to what my friend wants to do and we make a compromise.
   2. I beg my friend to change her mind and do my activity.
   3. I let my friend have her way.
   4. I work with my friend to think of something totally new to do.
8. How do you like to learn new tasks or information?
   1. I like to see someone do the task first.
   2. I like it when a person explains the task while doing it first.
   3. I like it when I can explore the task on my own for a little.
   4. I like it when I am given a list or sequence that tells me how to do the task.

Some long-form questions

1. Can you tell me about something you did that made you proud? That made your family or teachers proud?
2. If you could be any fictional character for a day, who would you choose?
3. If you were stranded on a deserted island, what 3 non-essential items would you bring with you?
4. What was the last book/movie/song that had a strong impact on you?
5. If you could travel anywhere in the world, where would you go?