



Alex Linley appeared on BBC One's The One Show. He was working with Tony Smith, a self-confessed pessimist, to see if he could help Tony to become more positive. One of the ways that Alex helped Tony was through Strengthspotting. If you want to identify strengths, whether in yourself or in other people, these are his top ten tips for doing so:

1. **Childhood memories:** What do you remember doing as a child that you still do now - but most likely much better? Strengths often have deep roots from our early lives.
2. **Energy:** What activities give you an energetic buzz when you are doing them? These activities are very likely calling on your strengths.
3. **Authenticity:** When do you feel most like the "real you"? The chances are that you'll be using your strengths in some way.
4. **Ease:** See what activities come naturally to you, and at which you excel - sometimes, it seems, without even trying. These will likely be your strengths.
5. **Attention:** See where you naturally pay attention. You're more likely to focus on things that are playing to your strengths.
6. **Rapid learning:** What are the things that you have picked up quickly, learning them almost effortlessly? Rapid learning often indicates an underlying strength.
7. **Motivation:** What motivates you? When you find activities that you do simply for the love of doing them, they are likely to be working from your strengths.
8. **Voice:** Monitor your tone of voice. When you notice a shift in passion, energy and engagement, you're probably talking about a strength.
9. **Words and phrases:** Listen to the words you use. When you're saying "I love to..." or "It's just great when....," the chances are that it's a strength to which you're referring.
10. **"To do" lists:** Notice the things that never make it on to your "to do" list. These things that always seem to get done often reveal an underlying strength that means we never need to be asked twice.

For more information on strengthspotting, see: Average to A+: Realising Strengths in Yourself and Others, by Alex Linley, published by CAPP Press, 2008.