

In *The Strengths Book*, Simon Lester found that he was able to improve his people management skills – and his relationship with his wife – by strengthspotting, or noticing what it is that people do well and love to do. You can assess your own strengthspotting abilities by completing the Strengthspotting Scale below.

You can also find [Alex Linley's Top Ten Strengthspotting Tips](#) in the Resources section at www.strengths2020.com

THE STRENGTHSPOTTING SCALE

The items below ask you about identifying what other people do well. Please respond to each item honestly, using the scale below, to indicate how much you agree or disagree with that statement. There are no right or wrong answers.

	1	2	3	4	5	6	7
	Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
1. I am able to identify people's strengths with ease							<input type="checkbox"/>
2. I get a real buzz from identifying strengths in people							<input type="checkbox"/>
3. I notice people's strengths all the time							<input type="checkbox"/>
4. I believe I should be on the lookout for other people's strengths							<input type="checkbox"/>
5. In the past month I have suggested to a friend or colleague to try out their strengths on a new task							<input type="checkbox"/>
6. I am very effective at spotting strengths in people							<input type="checkbox"/>
7. It makes me feel good when I notice a strength in someone							<input type="checkbox"/>
8. No matter where I am or what I am doing, I find that I am spotting strengths in people							<input type="checkbox"/>
9. It is very important to pay attention to people's strengths and what they do well							<input type="checkbox"/>
10. I give people suggestions for strengths use and development frequently							<input type="checkbox"/>
11. I find it easy to identify people's strengths							<input type="checkbox"/>
12. I get a deep sense of fulfilment from helping people to see what their strengths are							<input type="checkbox"/>
13. I find myself telling people about their strengths all the time							<input type="checkbox"/>
14. I believe I have a responsibility to identify and develop strengths in others							<input type="checkbox"/>
15. I always seem to know who would be the best person for which job and why							<input type="checkbox"/>
16. I am skilled at spotting people's strengths							<input type="checkbox"/>
17. Spotting strengths in people makes me feel happy							<input type="checkbox"/>
18. I find myself identifying strengths in people in a wide variety of situations							<input type="checkbox"/>
19. Helping people to understand their strengths is deeply important to me							<input type="checkbox"/>
20. People appreciate my strengths insights because my insights help them to do their best work							<input type="checkbox"/>

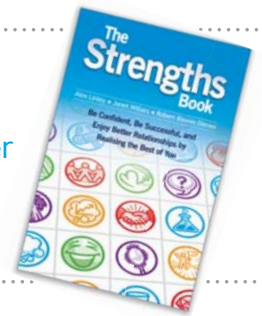
The Strengthspotting Scale

How to score: Add up your responses for items 1, 6, 11 and 16 for Strengthspotting - Ability (how good you are at Strengthspotting). Add up your responses for items 2, 7, 12, and 17 for Strengthspotting - Emotional (how much of an emotional buzz you get from Strengthspotting). Add up your responses for items 3, 8, 13, and 18 for Strengthspotting - Frequency (how often you get to practice your Strengthspotting). Add up your responses for items 4, 9, 14, and 19 for Strengthspotting - Motivation (how motivated you are to be a strengthspotter). Add up your responses for items 5, 10, 15, and 20 for Strengthspotting - Application (how effective you are in applying your Strengthspotting to make a difference). Higher scores across each of the dimensions indicate people who are naturally better strengthspotters.

Source: Linley, A., Willars, J., & Biswas-Diener, R. (2010). *The Strengths Book: Be Confident, Be Successful, and Enjoy Better Relationships by Realising the Best of You*. Coventry, UK: CAPP Press.

The Strengths Book: Be Confident, Be Successful, and Enjoy Better Relationships by Realising the Best of You, by Alex Linley, Janet Willars and Robert Biswas-Diener

Available from www.amazon.co.uk and www.amazon.com



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