

Self-Help Tools: CliftonStrengths Assessment

Curated by Simon De Los Rios

Source: Gallup

Self-awareness starts with knowing your natural talents. The Gallup CliftonStrengths Assessment is an evidence-based tool that identifies your top strengths and how to apply them at work and in life.

I personally recommend the CliftonStrengths 34. Learn more at gallup.com/cliftonstrengths

What to do with your results:

Step 1: Find your top 5

These are your dominant talents. Read each description and ask: does this sound like me, or like who I think I should be?

Step 2: Connect them to your work

For each top strength: Where does it show up naturally? Where am I working against it? What would change if I leaned into it more deliberately?

Step 3: Use them to make a decision

Next time you face a career decision or role change, ask: does this opportunity give my top strengths room to operate?

Step 4: Share them

Tell one person who works closely with you what your top strengths are. Ask them if they recognize them. The gap between how you see yourself and how others experience you is often where the most useful insight lives.