

How to Use Your Strengths to Lead Through Uncertainty

Doable Steps, Meaningful Progress – A Coaching & Leadership Library Guide

Introduction: Why Start with Strengths?

Uncertainty is an inevitable part of growth — new roles, shifting priorities, organizational change, or career transitions can all stir doubt, hesitation, and discomfort. In these moments, many people search for external strategies, but overlook the powerful tools already within them: their core strengths. This guide helps you reconnect with your strengths and values to anchor your actions, boost resilience, and lead with greater confidence — even when the path ahead feels unclear.

1 Ground Yourself with Reflection

Start by pausing. Uncertainty can activate urgency, but rushing forward without clarity often leads to misalignment or burnout. Take 10–15 minutes to reflect:

- What specifically feels uncertain right now?
- What is within my control?
- What has helped me through uncertain times in the past?

This step isn't about solving everything — it's about creating space to think with intention.

2 Identify Your Anchoring Strengths

When the external environment shifts, your internal resources become more important than ever. These include both your skills and your character-based strengths, the patterns of thinking, feeling, and behaving that energize you and bring out your best. Use the Strengths & Values Snapshot or answer:

- What are 2–3 things I do consistently well, even under pressure?
- What strengths do others recognize in me?
- Which of my strengths helps me stay calm, adapt, or reframe situations?

Example strengths:

- Curiosity → asks better questions
- Empathy → brings calm to the team
- Structure → creates clarity in chaos

Anchoring to these traits helps you feel more capable and less reactive.

3 Set a Strength-Driven Micro-Goal

Uncertainty often makes us freeze or overthink. A small, strength-aligned action can reignite momentum. Use this formula:

"Using my strength of insert strength, I will take one step this week toward insert area of focus."

Examples:

- Using my strength of adaptability, I'll lead this week's team meeting without over-preparing.
- Using my strength of structure, I'll build a simple checklist to help others through this transition.
- Using my strength of empathy, I'll check in with a teammate who seems overwhelmed.

These small acts restore a sense of control and reestablish your leadership presence.

4 Reflect and Recalibrate

After taking action, pause to reflect:

- What felt good about that step?
- What surprised me?
- How did it impact my mindset or my team?

You can use the following journaling prompt:

When I led with my strength of ___, I noticed ___. This tells me I can trust myself more when ___.

Regular reflection builds the muscle of intentionality, a key trait in resilient, grounded leaders.

5 Expand Your Confidence with Support

Uncertainty doesn't mean you have to go it alone. Ask trusted colleagues, mentors, or a coach:

- What strengths do you see in me?
- How have you seen me handle challenges in the past?
- What's one word you'd use to describe my leadership style?

Sometimes, others can reflect our strengths back to us more clearly than we can see ourselves.

Leadership is often a shared journey, especially during times of ambiguity.

You can't always control the uncertainty, but you can control how you show up in it. Leading from your strengths isn't about pretending it's easy. It's about choosing calm, values-aligned action when the path isn't clear.