

STRENGTH BASED ASSESSMENT FACTS

Values

- Individuals are unique and each possesses strengths to be built upon
- Change is promoted by building on strengths
- While people may have difficulty articulating their strengths and needs, they usually know what they are
- A strength based approach to meeting needs recognizes successes amidst challenging circumstances
- Strengths exist in relationships, cultures, and communities

Categories

- Strengths can be found in attitudes and values
- Strengths can be found in skills and abilities
- Strengths can be found in characteristics and personality traits
- Strengths can be found in preferences and stylistic approaches
- Diversity is a strength
 - Diversity of approach
 - Diversity of experience
 - Diversity of expertise
 - Diversity of opinion

Guidelines

- Observe and state strengths
- Generate casual discussion around observed strengths
- Impart hope regarding successes and strengths
- Celebrate successes and emerging strengths
- Have team members share strengths
- Create a strength based culture