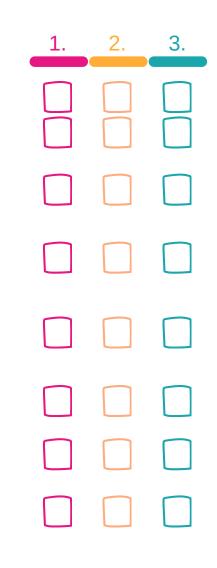# MODULE 2. COACHING TOOLS

STRENGTHSFINDER TEST

STRENGTHSFINDER TEST

The StrengthsFinder test consists of a series of questions that should be answered **intuitively and quickly**, without thinkinkg too long. Each question has the form of a bipolar scale, where you should mark which side you are closer to.

Response scale:

1 point - I do not agree

2 points – Neutral

3 points - I agree

1. 2. 3.

1.I like solving complicated problems.

2. I often motivate others to take action.

3. I prefer working individually than in a team.

4. I often look for new development opportunities.

5. I easily establish relationships with other people.

6. I like analyzing data and drawing conclusions.

7. I am often a group leader.

8. I believe that planning is the key to success.

READY TO START

	1.	2.	3.
9. I feel fulfilled by helping others achieve their goals.	☐	☐	☐
10. I prefer a dynamic and changeable work environment.	☐	☐	☐
11. I like organizing things and people.	☐	☐	☐
12. I often think about my goals and dreams.	☐	☐	☐
13. I feel comfortable making decisions under pressure.	☐	☐	☐
14. I am optimistic, regardless of the situation.	☐	☐	☐
15. I adapt easily to changes.	☐	☐	☐
16. I like getting involved in new projects.	☐	☐	☐
17. I value regularity and stability.	☐	☐	☐
18. I like to inspire others to take action.	☐	☐	☐
19. I can manage my time effectively.	☐	☐	☐
20. I often introduce innovative solutions.	☐	☐	☐
21. I value honesty and integrity.	☐	☐	☐
22. I like working on long-term projects.	☐	☐	☐

READY TO START

	1.	2.	3.

23. I often share my knowledge and experience with others.

24. I feel motivated when I can work on new ideas.

25. I always try to see the positive side of situations.

26. I like working in an environment that supports personal development.

27.I often take the initiative in groups.

28. I value the opportunity to work with people from different backgrounds.

29. I can recognize the long-term effects of decisions.

30. I feel fulfilled when I can help others achieve success.

RESULTS ANALYSIS:

Summarize the results. Count the total points for each talent.
Select 2-3 talents whose scores are the highest.

Talent 1: Empathy
- Answers: 5, 9, 18, 28, 30

Talent 2: Strategic Thinking
- Answers: 1, 6, 12, 20, 29

Talent 3: Command
- Answers: 2, 7, 13, 19, 27

Talent 4: Organization
- Answers: 8, 11, 17, 19, 22

Talent 5: Optimism
- Answers: 10, 14, 15, 16, 25

INTERPRETATION:

1. Empathy

You have a unique ability to understand and empathize with other people's emotions.

Application at Work - You can be a great mentor or team leader because you are able to notice and respond to the needs of others.

Development Recommendations - focus on developing communication and mediation skills.

Potential Pitfalls - be careful not to take on too much of other people's emotional burden.

2. Strategic Thinking

you have the ability to analyze situations and anticipate future challenges and opportunities.

Application at work - you will be great in roles that require planning and strategy, such as project management.

Development Recommendations - work on developing analytical and planning skills.

Potential Pitfalls - avoid analysis paralysis, which is over-analyzing without taking action.

3. Command

you naturally take initiative and lead others.

Application at work - you will be perfect as a team leader or manager.

Development Recommendations - focus on developing leadership and team management skills.

Potential Pitfalls - be careful not to dominate others and remember about the importance of cooperation.

4.Organization

you have the ability to effectively plan and organize tasks.

Application at Work - you are a perfect fit for roles requiring project and resource management.

Development Recommendations - improve organizational and time management skills.

Potential Pitfalls - beware of overcontrol and leave room for flexibility.

5. Optimism

you always see the positive sides of situations and motivate others to act.

Application at work - you will excel in roles that require motivating and inspiring the team.

Development Recommendations - focus on developing motivational and team management skills.

Potential Pitfalls - be careful not to ignore potential problems and challenges.