

Defining Your Superpowers (Your Unique "X" Factor)

Taking the time to identify your unique strengths is a crucial part of discovering your personal brand. The Gallup StrengthsFinder is a well-known and established tool in helping identify these, but even with that tool, you will need to do a comprehensive assessment of your skills, experiences, achievements, likes/dislikes to gain a clear understanding of what sets you apart from others. These exercises are a way to start this self-exploration (it is a continuous journey!) and will help you identify your "X" factor as you move forward in creating your personal brand.

Identifying Your Strengths In the boxes below, write the strengths listed in your Gallup assessment and then answer the questions below.

	1.	
5.	you	2.
4.		3.

Did any of these strengths surprise you?

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Do you agree/disagree with the results from the Gallup StrengthsFinder assessment?

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What strengths do you think are missing, but you believe are some of your top strengths?

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Seeking Feedback from Others: While the StrengthsFinder assessment is usually pretty accurate, it is always beneficial to seek the insight from those around and closest with us. Select 2-3 people who know you well (your mentor/mentee can be one of those if you knew each other before the program!) ask the following question and document below:

- Based on our interactions/relationship, what do you think my top strengths are?

How did the responses from others compare to:

- Gallup StrengthsFinder?

- Additional strengths you listed above?

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Linking it back to your role/bank: As you are assessing your strengths, answer the following questions:

1. How do your strengths show up in your job? Are there ways that you could capitalize on your strengths more? If so, what are they?

2. How do your strengths play into the bank's "what", "how" and "why" covered in the first content release? Are there areas you could be more intentional in how you bring your "X" factor forward to help further the mission of your bank?

3. What is one way you can commit to capitalizing on your strengths (that you are not currently doing) to help further your personal and professional goals within your role at your bank?

Connecting to your brand: Of your strengths identified by StrengthsFinder and by your peers/family/friends, which are the ones that you most want to showcase in your personal brand/personal brand statement?

Once you have completed this exercise, bring these worksheets to discuss at your next mentor/mentee meeting!