



Using Your Strengths in Careers

INTRODUCTION

Feel free to use this document as a guide on how to use your top five strengths to help you succeed in possible career opportunities. Copy and paste this information into your Discovery Notebook for easy access. You can use this information to help you choose a profession and find ways to use your strengths in the workforce after college.

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STRATEGIC THINKING

Analytical® in Careers

- One hallmark of **Analytical®** talents is the quality of your questions. Interview people who are in careers that interest you. Consider setting up a mock interview through the Frisian Center.
- Choose work in which you can analyze data, find patterns, or organize ideas.
- Meet with employers who work in fields such as accounting, finance, sciences, forensics, technology, or other areas that involve problem-solving at career fairs, Indiana Intern hosts a variety of [online career fairs](#).
- Environments that allow you the freedom to explore and think will allow your **Analytical®** talents to flourish.
- Working with data, engaging in research, and critiquing ideas tend to bring out the best in you.

Context® in Careers

- Read as much as you can about [career planning](#) and talk to [Career Services](#) about setting up [career counseling](#) to help you prepare for the future. The understanding of the total experience will give you the security to consider a variety of options. Recommended Reading: Katherine Brooks – You Majored in What? Mapping Your Path from Chaos to Career (available through interlibrary loan at the RichLyn Library).
- Your **Context®** talents are likely to flourish in environments that allow you to explore how things originated.
- Environments with strong traditions and a sense of organizational history will often bring out your best efforts.
- Try to interview humanities professors, archeologists, historians, or museum curators about their talents and what they love about their work.

Futuristic® in Careers

- Apply your ability to imagine a preferred future to the [career planning](#) process. Imagine yourself 5 to 10 years down the road in your future career. What are you doing? How did you create the opportunity? If you aren't sure that's okay, we offer [career counseling](#) to help you find what career path is right for you.
- Choose a career in which you can help others envision doing something new, innovative and inspired. Explore a variety of jobs by attending a career fair, Indiana Intern hosts a variety of [online career fairs](#).
- Environments that reward vision and creativity, allowing your freedom to dream and invent, are likely to enable your **Futuristic®** talents to flourish



- Consider talking to architects, designers, commercial artists, city planners, event planners, and others whose careers provide the opportunity to envision the future. Ask them what they most enjoy about their work.
- [Meet with someone from Indiana Ascend](#) to help you plan out your future career goals and secure an internship opportunity.
- Consider mapping out your Career Goals. If you need help getting started, check out [Indiana Ascend Career Choices](#).

Ideation® in Careers

- Brainstorm the types of careers that could fit your talents. Then conduct [occupational research](#) on each job and picture yourself in it.
- Seek work in which you will receive payment for your ideas, such as marketing, advertising, journalism, design, or new product development. Find an organization that will credit you for your ideas. Explore these options at a career fair, Indiana Intern hosts a variety of [online career fairs](#).
- Environments that reward your creativity give you the time and space to experiment and dream. Something fast-paced, allowing you to run your ideas past others daily, will bring out your best.
- Select an organization where the leaders encourage and solicit your divergent thinking.
- Consider avoiding environments that box you in with routines that expect precision or attention to detail. Careers where creativity is valued by leveraging strategic planning, consulting or marketing may be a good fit.

Input® in Careers

- Get as much information as you can about [community service opportunities](#) that interest you. Conduct [occupational research](#). The more information you gather, the better decisions you'll be able to make
- Consider taking an inventory of your interests, personality, strengths, and values will give you clarity on your career decisions.
- Environments that give you the freedom to pursue threads of information and focus on informed decision-making are likely to bring out your best.
- You probably will enjoy a career in which you are always on the cutting edge of knowledge and can gather and share valuable information.
- Try reaching out to media specialists, librarians, archivists, writers, information technologists, and others who work with large amounts of information daily. Ask them what they find most rewarding about their work.



Intellection® in Careers

- Research careers that interest you through articles, biographies, and books Conduct [occupational research](#) and talk through your thoughts with your academic advisor.
- A work environment where you have time and space to think and reflect before responding will bring out your best.
- Select work in which you can share ideas and pose questions. Avoid environments where you cannot challenge the status quo or where operating procedures are completely rigid.
- Situations in which you can interact with colleagues and have philosophical debates will be most satisfying and enable you to be productive.
- Choose work that will challenge you intellectually: research editors, psychologists, business analysts, logistics managers, philosophy teachers on [LinkedIn](#).

Learner® in Careers

- Consider taking a Career Assessment. Your enjoyment of self-discovery will motivate and guide you through your [career planning](#) process
- Set up a [career counseling](#) and meet with Martha about what your goals are for the future.
- Talk to your mentors about the career planning process. Ask them how they decided to pursue their career. Learning about their strategies will provide you with possible tools for your learning process.
- Conduct [occupational research](#) to get a good understanding of all of the career possibilities that interest you. Meet with employers at events and career fairs to learn about other's careers, Indiana Intern hosts a variety of [online career fairs](#).
- Choose a work environment that promotes learning with opportunities for professional development. Environments that value the learning process will bring out your best.
- Many university professors have exceptional learning talents. Consider talking to some of your favorite professors and ask them about what they find rewarding in their work.

Strategic® in Careers

- Picture yourself in a career that you love. What are you doing? What path did you take to create the opportunity? Working backward from your goal is often an effective strategy for you.
- Environments that are flexible and encourage creative thought and strategy will bring out your best. Opportunities to see the big picture and plan new approaches will energize you.



- Your ability to create new programs and generate multiple alternatives will be an asset to any organization you join.
- Try reaching out to people who work in psychology, law, and consulting. Learn what they find most rewarding about their work daily. Connect with people in various industries at on-campus events and career fairs, Indiana Intern hosts a variety of [online career fairs](#).



RELATIONSHIP BUILDING

Adaptability® in Careers

- You may thrive in chaos. Consider avoiding highly structured environments with too many rules/regulations.
- Shadow people in careers that are attractive to you and watch how they continually respond to the different requests of their customers or clients. Attend a career fair to explore a variety of careers, Indiana Intern hosts a variety of [online career fairs](#).
- Consider job shadowing people whose jobs demand flexibility and rapid change.
- Consider career areas such as journalism, media production, emergency healthcare, and customer service. In roles of this nature, the best react quickly and stay level headed.
- Look to others for help with planning as a mentor. People who are strong in themes such as **Focus®**, **Strategic®**, or **Belief®** can help you shape your longer-term goals, leaving you to excel at dealing with the day-to-day variations.
- Consider meeting with Martha for a [career counseling](#) session to help you with the process.

Connectedness® in Careers

- Incorporate your need to serve all of humankind into whatever career you choose
- Working in fields and for organizations with values that mirror your own will enable you to feel the deep sense of meaning that is so important to you. Attend events and career fairs to connect with employers, Indiana Intern hosts a variety of [online career fairs](#).
- Environments that allow you to interact with others and help them find meaning and purpose will bring out your best.
- Talk to people who have made a lifetime commitment to a specific faith ministry. Hearing others articulate their sense of **Connectedness®** and spirituality may help give you clarity on your career path.
- Consider roles that ask you to listen and to counsel. You are adept at assisting others to see connection and purpose.

Developer® in Careers

- Shadow people in careers in your major. You will enjoy having this personal connection to what interests you.
- Research roles in which your primary responsibilities will be in facilitating growth. Teaching, coaching, or managing tasks might prove especially satisfying for you.



- You will be most satisfied in a career that provides some service to people or in which organizational succeeds based on interpersonal relationships and your ability to help people be successful.
- Environments that are collaborative and people-oriented, where you can be part of a team but also have time to work one-on-one with others, is likely to allow your **Developer®** talents to flourish.
- Talk to counselors, teachers, professors, therapists, athletic coaches, life coaches, and those who work in supportive roles on campus to find out what they enjoy most about their work.

Empathy® in Careers

- Reach out to people who are currently in jobs that interest you. Talk to them about how they feel in those roles. Consider talking to teachers, counselors, social/community workers.
- Environments that provide regular social interaction and an opportunity to collaborate with others will allow your **Empathy®** talents to flourish
- The “emotional tone” of your work is essential. You might find that surrounding yourself with others who are positive and upbeat is highly rewarding.
- Consider work environments that value emotions and do not repress them. A job with a vibrant emotional atmosphere will be a perfect setting for your **Empathy®**.
- Explore work environments by connecting with employers at career fairs, Indiana Intern hosts a variety of [online career fairs](#).

Harmony® in Careers

- You work well in team project environments. You motivate others to work together, even more productively. Your **Harmony®** talents promote emotional stability and calmness in the group
- Collaborative environments in which you can surround yourself with others dedicated to win-win solutions will allow your **Harmony®** talents to flourish.
- Consider a variety of work environments by attending a career fair, Indiana Intern hosts a variety of [online career fairs](#).
- Situations that lack structure are unpredictable, or high demand levels of creativity may be uncomfortable for you.
- Talk to your academic advisor about the [career planning](#) process. You will value their wisdom and expertise as you make decisions.

Includer® in Careers

- Environments, where you play a welcoming role, such as orientating new employees or recruiting minority staff, can allow you **Includer®** talents to flourish.



- Working with a group that is not always included by others, such as people with disabilities, will allow you to use your abilities to help others feel connected.
- Environments that encourage teamwork and foster social interaction and integration will bring out your best.
- Talk to youth workers, occupational therapists, social workers, and special education teachers to learn what they find most rewarding. Connect with people in these occupations and other similar roles through [Indiana Ascend](#).

Individualization® in Careers

- You want to have the best fit between who you are and what you do with your life. Explore different professions that interest.
- Consider reaching out to teachers, counselors, HR reps, coaches, doctors, and others paid to see others' uniqueness. Meet people in these professions through campus events and career fairs, Indiana Intern hosts a variety of [online career fairs](#).
- Set up a job shadow/ internship using [Indiana Ascend](#).
- Leverage your talents on search committees and recruiting processes. You can see ways in which people's abilities can fit particular roles.
- Careers in which you work one-on-one with people would allow your **Individualization®** talents to flourish, as you see each one as a distinct person and empower them to grow.
- Environments in which you can mentor others or provide feedback to individuals about their performance may bring out your best.

Positivity® in Careers

- Consider attending career fairs where you can interact with lots of different people and learn about many different roles. Indiana Intern hosts a variety of [online career fairs](#).
- You will thrive in work environments that are fun, fast-paced, and people-oriented. Find environments that encourage and energize your hopeful view of the future.
- A relaxed, social, pleasant situation where your optimism and sense of humor will be appreciated are likely to bring out your best. Avoid environments full of negativity and cynicism.
- Choose a career in which you can help others be more effective. Interview coaches, teachers, realtors, managers, marketers, and salespeople and ask them what they like most about their work.



Relator® in Careers

- You tend to be at your best when you are part of a stable group of friends you can trust. Find a workplace in which friendships are encouraged and initiate social gatherings for your co-workers. You may find it challenging to be in an overly formal organization.
- Talk to your mentors and [Indiana Ascend](#). We offer [career counseling](#) to help you start a discussion on the [career planning process](#). You will value their wisdom and expertise as you make decisions.
- Careers that value in-depth, meaningful relationships are likely to be most rewarding to you.
- Workplaces, where you can continuously learn about your clients and associates, will enable your **Relator®** talents to flourish. Explore these kinds of careers at events and career fairs on campus or an [online career fairs](#).
- Consider reading out to counselors, teachers, mediators, human resource directors, and others who help people as part of their work. Ask them about the relationships they develop and what is rewarding about their jobs.



INFLUENCING

Activator® in Careers

- People with exceptional **Activator®** talents like to jump right in and start, so your best approach to [career planning](#) is to try out various roles. Consider [volunteer opportunities, co-ops, and internships](#) that allow you to “try on” a career that looks interesting to you.
- Set up a meeting with Martha in Career Services to talk about [career counseling](#) and planning for your future.
- Entrepreneurial endeavors, sales, recruiting, marketing, or production may have alluring elements to them.
- Partnering with **Strategic®**, **Analytical®**, or **Futuristic®** talents will give direction and design to your actions.
- Powerful **Activator®** talents make you good at the starting line. Look for working environments that will reward you for getting people started quickly.
- Your **Activator®** talents will flourish best in an environment where quick decision-making is valued, and there is not a lot of hierarchical structure. Attend Career Fairs to ask employers about their work environments. Indiana Intern offers a variety of [online and in-person career fairs](#).
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Command® in Careers

- [Research fields and organizations](#) that would benefit most from your candid words and strong values. Consider your impact on the future
- Explore your career options by trying out various [volunteer roles](#). Your **Command®** talents are likely to flourish in jobs that regularly deal with crises or rapid decision-making.
- Leverage your persuasiveness when choosing a career. Talk to people in fields such as law, sales, politics, or theatre about how they use persuasive talents to succeed.
- Investigate jobs that offer upward mobility. You probably are unlikely to be intimidated by others – including people in positions considered superior to yours.
- Assume a role that permits you to create and control your own and others' work. Environments that encourage your leadership will bring out your best.

Communication® in Careers

- Arrange meetups with people who are in careers that interest you. By hearing their stories, you will be able to determine suitable roles and work environments.



- Attend events and career fairs where you can interact with lots of people about a variety of purposes, Indiana Intern hosts a variety of [online career fairs](#).
- Explore opportunities to serve as the spokesperson for an organization, product, political candidate, company, school district, hospital, or government official.
- Cooperative, interactive, educational, and political environments are likely to bring out your best.
- You might be a natural storyteller. Interview storytellers such as actors, speakers, teachers, politicians, corporate trainers, etc. to see how they use their **Communication®** talents in their daily work.

Competition® in Career

- Explore leadership opportunities, particularly in organizations where you can stimulate others to excel and win.
- Take a Career Assessment. Relating yourself to others who are successful will give you clarity in your career decision-making.
- Choose work environments that challenge you and quantify your success with scores, ratings, and rankings. Environments that reward achievement and offer status or prestige are likely to bring out your best.
- Consider reaching out to people in sales, politicians, lawyers, athletes, and business leaders about what they enjoy most in their work. Connect with people in the industry at Career Fairs.

Maximizer® in Careers

- Talk to your mentors about the [career planning](#) process. You will value their wisdom and expertise as you make decisions.
- Talk to Martha in Career Services about [career counseling](#) to assist you as you plan for life after college.
- Environments that encourage “best practices” and in which you can work collaboratively with others to continually improve the organization will allow your **Maximizer®** talents to flourish.
- Choose a workplace that is known for being among the best in its field. Workplaces with lesser standards probably would frustrate you
- Find work in which you can help others see their skills and how their talents make a difference.
- Find people who are the “best of the best” in jobs that interest you. Talk to business leaders and athletic or executive coaches; ask what they find most rewarding about their work. Find out how they bring out the best in others. Meet these people at events and career fairs on campus or an [online career fair](#).



Self-Assurance® in Careers

- While you are likely confident in your career path, hearing from others who found success can reinforce that you are on the right track. Consider reaching out to people in careers that align with your passions.
- Your talents probably can give you confidence in a variety of jobs and [volunteer opportunities](#). Try out several different roles. Which ones seem most natural to you?
- Workplaces and tasks that will challenge you and provide you with freedom are likely to energize you most. Environments that focus on prominent or critical projects that could intimidate others seem to bring out your best.
- You may not have a great need for direction or support from others, which makes you particularly useful in situations that call for independence of thought and action.
- Talk with people in careers that involve public presentations, sales, or entertainment. Ask what they find most rewarding about their work. Engage with these people at Career Fairs or consider setting up an internship through [Indiana Ascend](#).

Significance® in Careers

- Significant people do important things. Imagine the legacy you want to leave. Picture yourself at retirement, looking back on a life that has made the world a better place. What will you have done to get there?
- Are there alumni you admire for their success? Consider connecting with people through the Huntington University alumni tool on [LinkedIn](#). Ask them about the choices they made and what they find rewarding about their careers
- Environments in which your significant contribution are visible to others, you are given the flexibility to do things your way, and you receive recognition for a job well done are likely to bring out your best.
- Ask employers about their work environments while connecting with them at job fairs; Indiana Intern hosts a variety of [online career fairs](#), or you can talk to [Career Services](#) about finding other career fair opportunities in the area.
- Seek opportunities to work with people you respect because they are professional, credible, and successful.
- Knowing you've made a crucial contribution is important to you. [Volunteer](#) with organizations where you can make a difference and where your efforts will be appreciated.



Woo® in Careers

- Introduce yourself to several people in a wide variety of jobs. The broad exposure will give you a more informed idea of possible careers, and provide you with a meaningful career and social connections.
- Environments in which you can meet new people daily and have the opportunity to create a positive impression will bring out your best.
- Environments that value your ability to persuade or sell will likely help your **Woo®** talents to flourish.
- Avoid work environments in which there is little opportunity to extend your gregarious social nature.
- Consider reaching out to people in media/entertainment, corporate trainers, sales reps, attorneys, and public relations specialists. See what they enjoy most about their work.



EXECUTING

Achiever® in Careers

- Take the time to establish clear and meaningful career-related goals that will guide your intense efforts.
- Make a list of the steps to take in you a sense of direction and a feeling of accomplishment.
- Roles that challenge you and reward your hard walking your career path and then talk to your academic advisor or [Indiana Ascend](#) about achieving your goal.
- Make a list of things you want to accomplish in regards to your career, being able to cross items off your list as you will allow your **Achiever®** talents to flourish.
- Work environments that provide incentives for quality or productivity are likely to bring out your best efforts.
- Find a place where your productivity, stamina, intensity, and drive for completion will make you a valued team member.

Arranger® in Career

- Seek complex, dynamic work environments where you can develop strategies for getting things done.
- Settings, where you are in contact with people and have the flexibility to work with others and plan events, will allow your **Arranger®** talents to flourish. Explore a variety of careers by attending a career fair, Indiana Intern hosts a variety of [online career fairs](#).
- Your **Arranger®** talents may be most evident during stressful or chaotic times. Environments that encourage multi-tasking and are relatively unpredictable may bring out your best.
- You often arrange and rearrange information until a pattern emerges. Map out a success plan for your career path and rearrange it to accommodate all possible scenarios as you think about careers that interest you.
- Talk to event planners, travel agents, human resource directors, city managers, or casework supervisors. Ask them what they enjoy most about their daily work. [LinkedIn](#) is a great tool to connect with professionals and explore careers.

Belief® in Careers

- Think about your “calling.” Seek more information on how your work can fulfill your calling through [Indiana Ascend](#).
- Actively seek roles that fit your values. In particular, think about joining organizations that define their purpose by the contribution they make to society.



- A mentoring relationship can provide a valuable way to gain insight into the fit between who you are and what you want to do. Seek out a mentor through [LinkedIn](#).
- People-oriented environments that provide service to others or that personal reward growth are likely to allow your **Belief®** talents to flourish.
- Workplaces that respect your family's commitment and allow for a balance between work and family demands will enable you to thrive.
- Explore different workplace environments by connecting with employers at career fairs or check out one of Indiana Intern's [online career fairs](#).

Consistency® in Careers

- Structured, predictable, and detail-oriented environments are likely to appeal to you.
- Environments that have regulations, policies, procedures, and guidelines firmly established are likely to feel more comfortable and enable you to be more efficient and effective.
- Search for environments where loyalty is valued, and equally applied policies are the norm, as this emphasis on **Consistency®** will enable you to get more done.
- Conduct [occupational research](#) for roles in quality assurance, risk management, safety compliance, law enforcement, and human resources. Discuss your findings with your academic advisor.

Deliberative® in Careers

- Collect as much information as you can about the careers that interest you through [occupational research](#). Take time to think things through, possibly listing the pros and cons of jobs that interest you.
- You see things that others do not. Whatever your role, take responsibility for helping others think through their decisions. People will seek you as a valuable sounding board.
- Careers in which you can independently conduct thorough analysis are likely to help you be most effective.
- You may tend to be more of a private person, so environments, where people are known for being discreet and trustworthy, will likely bring out your best. Situations that demand persuasion/selling may not be as comfortable.
- Explore the roles of risk analysts, financial officers, judges, actuaries, and others whose work benefits from careful thinking and deliberation. Attend a career fair to give you more ideas about potential careers, Indiana Intern hosts a variety of [online career fairs](#).



Discipline® in Careers

- Collect all the information you might need about making a career choice through [occupational research](#). Use your natural **Discipline®** to organize the info as you prepare to make a decision.
- Layout all the steps of the [career planning](#) process; follow them one-by-one. Talk to [Career Services](#) about putting the steps on a timeline will help you stay motivated.
- Environments in which you can maintain order for yourself and others will enable you to be most effective.
- Careers that are structured and detail-oriented, with clearly established routines and procedures, will likely bring out your best. Explore your career options at a Career Fair.
- Research work on air traffic controllers, surgeons, tax specialists, and executive assistants. These jobs involve concrete expectations and high levels of the organization.

Focus® in Careers

- Set specific and detailed goals for your [career planning](#). Focusing on your destination and how you will get there will be engaging for you.
- Spend time conducting some [occupational research](#) on careers that interest you. Your ability to concentrate on a task will help you to uncover valuable information about potential careers.
- You are capable of prolonged concentration and persistence, which will flourish in environments with few interruptions and little need to multi-task. Learn about various work environments by connecting with employers at a career fair or visiting [Indiana Ascend](#) and talking to a [career counselor](#) on campus
- If you are looking for career fair opportunities, consider contacting [career services](#) or by attending an [online career fair](#).
- Structured environments that are predictable, detail-oriented, and reward your dependability and follow-through are likely to bring out your best. Seek out roles in which you function independently.
- Identify your role models. Write down in detail why you want to focus your career goals on similar categories of achievement.

Responsibility® in Careers

- You often take the initiative, and you always follow through, so you do not need a lot of supervision. Select work in which you receive more and more responsibility as you progressively achieve.
- Building trusting relationships with others is essential to you. Choose environments in which you can surround yourself with dependable, trustworthy people, and follow through on your commitments to them.



- When selecting a team to join, be sure the other members are known for pulling their weight. Managing others could be frustrating, as their standards of responsibility may not match your own.
- Choose a work environment that focuses on outcomes rather than processes. Talk to law clerks, librarians, and executive assistants to see what they find rewarding.
- Discover other related careers at career fairs, Indiana Intern hosts a variety of [online career fairs](#).

Restorative® in Careers

- Seek tasks or roles that pay you to solve problems. You might particularly enjoy roles in healthcare, consulting, computer programming, or customer service, where your success depends on your ability to restore and resolve.
- Conduct [occupational research](#) online and read all you can learn about careers that interest you. Take career inventories to see where your talents and interests match. This detailed self-analysis can get you started in the process of elimination that will clarify your career goals.
- Considering reaching out to people who have a reputation for salvaging bad situations, turning companies around, or stepping in to solve problems, no one else can seem to handle.
- [Volunteer](#) with an organization that needs someone to breathe new life into its work. Intervening and restoring vitality is what you do best
- Talk to people who excel as customer service reps or media producers. Ask them what leads to their success and what they find rewarding about their work.