



# The Action Plan for Your Life: Finding Your Potential

## Session 1: Who Am I? — Understanding Your Strengths, Story & Potential

Welcome to the first session of a transformative four-part journey. Over the next 90 minutes, we'll begin where all meaningful change starts — with a deeper understanding of who you are, what you bring to the world, and the untapped potential waiting to be discovered.

90 MINUTES

SESSION 1 OF 4

# Session Objectives

By the end of today's session, you will walk away with clarity, tools, and a renewed sense of direction. Here is what we'll accomplish together:

1

## Strengths vs. Skills

Understand the critical difference between natural strengths and developed skills.

2

## Identify Your Own

Pinpoint your personal strengths and the transferable skills you already possess.

3

## Confidence & Performance

Learn how confidence directly shapes what you attempt — and what you achieve.

4

## Explore PsyCap

Discover the four pillars of Psychological Capital and how to leverage them.

5

## Strength Profile

Create your own Personal Strength Profile to carry into every future session.



# Welcome & Program Overview

This program is a structured journey of self-discovery and intentional growth. Each session builds on the last, moving you from insight to action. Here is the road ahead:

1

## Session 1

### **Who Am I?**

Strengths, story & potential

2

## Session 2

### **What Fits Me?**

Opportunities aligned to you

3

## Session 3

### **Where Do I Go?**

Vision & direction setting

4

## Session 4

### **How Do I Get There?**

Planning & execution



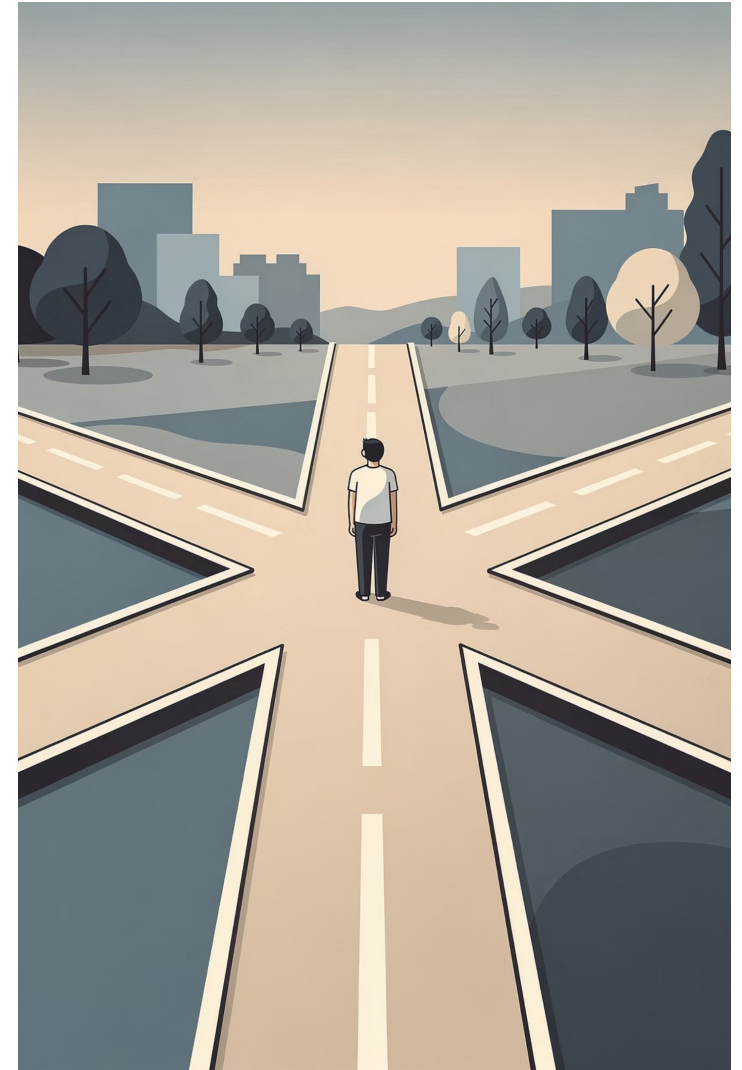
**Key Message:** Success begins with self-awareness. Before you can navigate toward the life you want, you must first know who you are and what you carry with you.

# Crossroads Reflection

What decision have you made recently that moved you closer to the life you want?

Every meaningful journey is made up of decisions — big and small. Take a moment to think honestly about a recent choice you made. It doesn't have to be dramatic. Sometimes the most powerful decisions are quiet ones: saying yes to an opportunity, setting a boundary, or simply choosing to try.

- 📌 Take 2–3 minutes to reflect individually, then share with a partner or the group. All answers are valid — there are no wrong responses here.



# Decisions Shape Outcomes

## Reflect on Your Decision

Every choice you make — large or small — sets a direction. Use these three questions to unpack what your recent decision revealed about you and your values.

- Why did you make that decision?
- What happened as a result?
- What did you learn about yourself?

## The Compounding Effect

Most people overestimate the impact of one big decision and underestimate the power of many small ones. Consistent, values-aligned choices — made day after day — compound into a life of purpose and direction.

✓ **Key Message:** Small decisions create big outcomes over time. You are already making choices that matter.

# What Are Strengths?

Strengths are more than just things you're good at. They are **natural patterns of thinking, feeling, and behaving** that energize you and help you perform at your best — often without significant effort. When you operate from your strengths, work feels less like a grind and more like momentum.



## Leadership

Guiding others with vision and clarity



## Creativity

Generating new ideas and solutions



## Dependability

Being someone others can count on



## Communication

Connecting ideas and people effectively



## Problem Solving

Breaking down challenges with logic and insight

# Strengths vs. Skills

People often confuse strengths with skills — but understanding the difference is essential for building an authentic and fulfilling career path. Both matter, and the most effective people know how to leverage both intentionally.

## Strengths

- **Natural tendencies** — how you're wired
- Personal qualities that energize you
- How you instinctively approach challenges
- Often feel effortless and authentic
- Examples: empathy, curiosity, resilience

## Skills

- **Learned abilities** — what you've practiced
- Developed through training and experience
- Specific tasks you can perform reliably
- Can be taught, measured, and certified
- Examples: Excel, public speaking, project management

 **Discussion:** Can you think of one strength and one skill you currently possess? How do they work together in your daily life?

# Why Strengths Matter

Research consistently shows that people who recognize and actively use their strengths don't just perform better — they thrive. Understanding your strengths isn't self-indulgence; it's a strategic advantage.



## Perform Better

Strengths-based individuals consistently outperform peers because they're working in alignment with their natural abilities.



## Build Confidence

Recognizing what you do well creates a positive feedback loop — success reinforces belief, and belief drives further action.



## Stay Motivated

Work that draws on your strengths feels energizing rather than draining, sustaining long-term engagement and drive.



## Navigate Challenges

When difficulties arise, your strengths become your toolkit — giving you proven approaches to overcome what others might avoid.



# Strength Identification Activity

Self-discovery takes honest reflection. Use the four prompts below to begin uncovering your natural strengths. Write your answers without editing yourself — the patterns that emerge will be revealing.

1

## Natural Ability

What am I naturally good at — even when I haven't been formally trained? What comes easily to me that seems harder for others?

2

## Go-To Person

What do people consistently ask me for help with? What problems do colleagues, friends, or family bring to me first?

3

## Proud Moments

What accomplishments am I genuinely proud of? What did I contribute that made a real difference in an outcome?

4

## Challenges Overcome

What difficult situations have I successfully navigated? What personal qualities helped me push through?

 Take 8–10 minutes to write your responses. Be honest, be specific, and be generous with yourself. You've accomplished more than you realize.

# Strength Debrief

The patterns you notice in your own story are the fingerprints of your strengths.

After completing the identification activity, it's time to step back and look at the bigger picture. Patterns and themes often reveal strengths that you've taken for granted because they feel so natural.

## What patterns do you notice?

Look across your four responses. Are there recurring themes — like helping others, solving problems, or creating something new?

## What strengths appear repeatedly?

A strength that shows up across multiple situations — work, home, challenges, and successes — is a true core strength, not a fluke.

## What surprised you?

Sometimes the most powerful realizations come from seeing a strength you'd overlooked — perhaps because it felt "too easy" to be significant.



# Confidence isn't certainty — it's the courage to keep going anyway.

---

## What Confidence Is NOT

Confidence is **not** believing you can do everything perfectly. It is not the absence of doubt or fear. Waiting until you feel completely ready is a strategy for standing still.

## What Confidence IS

Confidence is the deep belief that you can **learn, adapt, and persevere** — even when the path is uncertain. It is earned through action, not gifted at birth.

# Understanding Self-Efficacy

Psychologist Albert Bandura introduced the concept of **self-efficacy** — your belief in your own ability to achieve a specific goal or complete a task. It's one of the most powerful predictors of human performance and well-being.

## Self-Efficacy Defined

It's not about thinking you're the best. It's about believing that *with effort and the right approach*, you can figure it out and succeed — even in unfamiliar territory.

## What High Self-Efficacy Looks Like

- **Take initiative** — they start without waiting for permission
- **Persist longer** — they push through difficulty rather than quit
- **Recover faster** — setbacks become data, not definitions
- **Set higher goals** — they aim beyond their comfort zone

✓ Self-efficacy is not fixed. Every time you take on a challenge and succeed — even a small one — your self-efficacy grows.

# Why We Underestimate Ourselves

Most of us carry invisible limits — quiet voices that tell us we're not quite ready, not quite enough. Understanding where these patterns come from is the first step to moving beyond them.

## Comparing to Others

When we measure our insides against someone else's outsides, we always lose. Comparison steals focus from your own unique progress and path.

## Focusing on Weaknesses

Society often emphasizes fixing what's broken rather than building what's strong. An obsession with deficits blinds us to what's already working.

## Dwelling on Mistakes

Replaying failures reinforces the story that you're not capable — even when those experiences were your best teachers.

## Ignoring Past Successes

We dismiss our wins as luck or coincidence, yet attribute every failure to personal inadequacy. This imbalance distorts our self-image.



**Discussion:** Which of these patterns affects you most? Naming it is the beginning of changing it.

# Introducing Psychological Capital (PsyCap)

Developed by organizational psychologist Fred Luthans, **Psychological Capital** — or PsyCap — is a framework describing the positive inner resources that drive human performance and resilience. Think of it as your internal investment account for success.

## Hope

*"I can find a pathway."*

The ability to set goals and generate multiple routes to reach them — even when the first path is blocked.

## Efficacy

*"I believe I can succeed."*

The confidence to take on challenging tasks and give your best effort, even under pressure.

## Resilience

*"I can recover."*

The capacity to bounce back — and often bounce forward — from setbacks, adversity, and failure.

## Optimism

*"I can see possibilities."*

A future-oriented mindset that frames challenges as temporary and successes as meaningful and lasting.

# PsyCap Reflection

Your greatest strength today may be the foundation someone else is still searching for. And the area you most want to grow is your next frontier.

The four PsyCap pillars — Hope, Efficacy, Resilience, and Optimism — are not fixed personality traits. They are **dynamic capacities that can be deliberately strengthened** with practice, reflection, and intentional action.

## What is your current PsyCap strength?

Which of the four pillars feels most natural and accessible to you right now? Think of a recent example where it showed up in your behavior or decision-making.

## Where do you want to grow?

Which pillar, if strengthened, would most significantly change how you approach your goals, your relationships, or your challenges? What would that growth look and feel like?

 Share your reflections with a partner. Naming your growth edge aloud is a powerful first step toward building it.

# Life Timeline Exercise

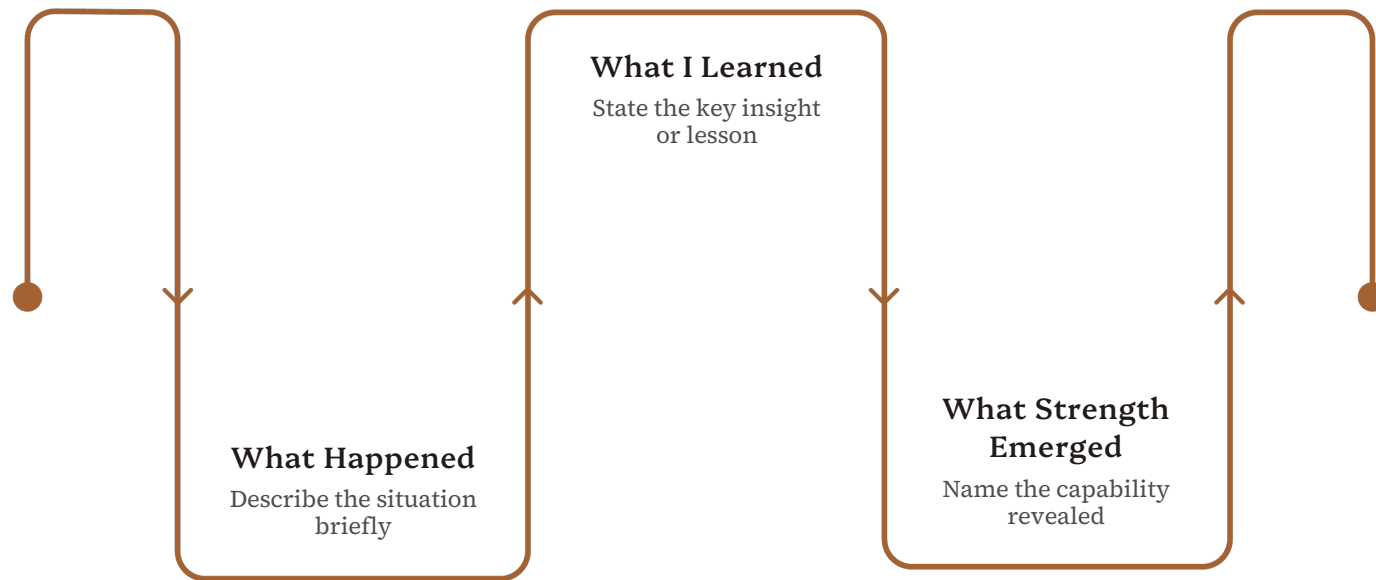
Your life is not a random series of events — it is a rich narrative full of turning points, lessons, and evidence of your capability. This exercise helps you see that story clearly, perhaps for the first time.

On your timeline, mark and briefly describe each of the following:



# Discovering Strengths Through Experience

Experience is one of the most honest mirrors we have. When you look back at your most challenging and most meaningful moments, you will find your strengths hiding in plain sight. Use this simple but powerful three-question framework for each major life experience:



This framework transforms your personal history from a list of events into a **map of your capabilities**. Every challenge you survived reveals a strength you now carry. Every success you achieved points to a quality worth building on.

✔ **Example:** Lost a job (Challenge) → Learned I could adapt and start over (Lesson) → Resilience and resourcefulness emerged (Strengths)

# Building Your Personal Strength Profile

This profile is your foundation document — a clear, honest articulation of who you are and what you bring. You'll carry it into every future session and build upon it as you grow. Take your time completing each section thoughtfully.



## My Top 5 Strengths

The natural patterns and qualities that define how you think, feel, and engage with the world at your best.



## Skills I Possess

Specific, learned abilities you've developed through experience, training, or practice — the things you can reliably do well.



## What Others Depend On Me For

The roles you naturally fill and the contributions others consistently count on you to provide in work and life.



## Areas I Want To Develop

The skills, strengths, or mindsets you're committed to building — your honest and courageous growth frontier.

# Reflection & Discussion

Before we close, take a moment to sit with what today revealed. The insights that emerge in these final minutes are often the ones that stay with you longest. Share openly — your story may be exactly what someone else in the room needs to hear.

## Strength & Pride

Which of your identified strengths are you most proud of — and why? What does it say about who you are and what you value?

## Strength & Future

Which of your strengths will be most important in helping you achieve the future you are building toward? How will you use it intentionally?

## Surprising Insight

What did you learn about yourself today that you didn't know — or hadn't fully acknowledged — when you walked in the door?

# Wrap-Up & Homework

## Key Takeaways from Session 1

- **Everyone has strengths** — including you. They may be overlooked, but they are real and they are yours.
- **Confidence can be developed.** It is not a personality trait you either have or don't — it grows through intentional action.
- **Life experiences build capability.** Every challenge you have navigated has added to your toolkit.
- **Strengths are the foundation** for everything that comes next in this program and in your life.

## Your Homework

Before Session 2, reach out to **two people** you trust — a colleague, friend, family member, or mentor — and ask them this single question:

"What do you believe are my greatest strengths?"

Write down their responses exactly as they say them. Bring those answers to our next session. You may be surprised — and inspired — by what you hear.

- ✔ **See you at Session 2: What Opportunities Fit Me?** — Come ready to explore how your strengths connect to the world of possibility around you.