

TOOL

# Celebrating Strengths

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# Celebrating Strengths

## Purpose

To help you recognize and name strengths—your own and others’—so you can build trust and support growth.

## Why It Matters

People are more open to feedback and change when they feel seen for what they do well. Naming strengths shifts conversations from deficit to possibility.

## How to Use This Tool

- Reflect on strengths across head, heart, and hands
- Be specific—name concrete examples
- Use this before or after coaching conversations, or for your own reflection




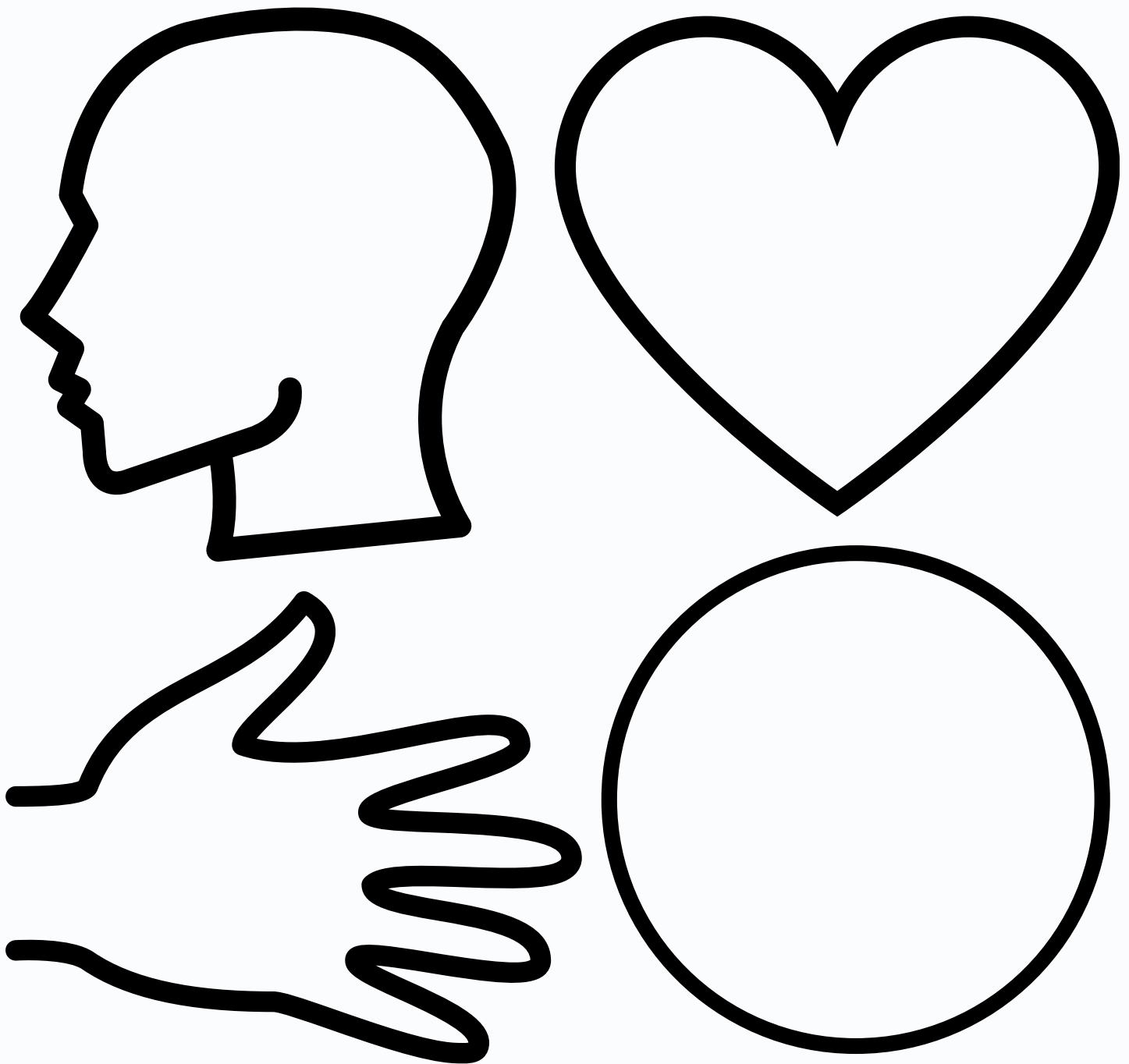
Area	Description and examples	People I know who have these strengths
<b>Head-based strengths</b> 	<i>Knowledge of content, curriculum, instruction; analytical abilities and verbal skills; research oriented, intellectually curious. This person is great at unit design, budgeting, or creating a schedule.</i>	
<b>Heart-based strengths</b> 	<i>Strong self-awareness and emotional intelligence; ability to form trusting relationships; passion, will, and commitment to a mission. This person remembers the names of students’ parents, boosts morale during hard times, or speaks up when there’s tension in a team.</i>	
<b>Hand-based strengths</b> 	<i>The ability to get stuff done, take care of business, develop systems and structures; creative capabilities. This person organizes Back-to-School Night, creates beautiful displays of student work, or has a very organized classroom.</i>	

Table 1.1 From *The Art of Coaching Workbook: Tools to Make Every Conversation Count* by Elena Aguilar. Copyright © 2021 by Elena Aguilar.

Think about yourself as a coach, teacher, and educator. What are your strengths? Jot them down in Figure 1.1. Decorate the human to look like you if you want.

## Heads, Hearts, Hands



WHAT'S NEXT

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