

Discover Your Strengths – Scott Anthony Barlow

JOSH MUNSON: Hi everyone and welcome to tonight's webinar, Discover Your Signature Strengths, where we're going to discuss how to get a job you love by using the unfair advantages you don't even know you have. My name's Josh Munson and I'm program coordinator for WSU Global Connections. Before I introduce our guest speaker tonight, I'd like you to know that you can play along from wherever you're joining us tonight. If you can hear my voice right now, please notice that you have a chat box on the right. Go ahead and type in where you're joining us from tonight.

And while you're doing that, let me introduce you our guest speaker. He used to be an HR leadership doing thousands of interviews with candidates looking for jobs and hiring hundreds of people over 10 years. Now he helps make other big career changes with his company Happen To Your Career. He's been featured on places like Monster, Careerbuilder, the Huffington Post, and Yahoo Education as an expert in helping others find and do work they love. With that, let's welcome Scott Anthony Barlow.

SCOTT ANTHONY Josh, thank you very, very much. I really appreciate it. And I'm very glad to be here tonight.

BARLOW: And it looks like we've got people joining us from all over the place. I see a couple people from Vancouver, oh sweet. Pullman, there's Olivia. She's moderating it. Give it up for Olivia here. And she'll be, if you need anything she'll be in the chat there too.

So yeah, Vancouver, I see Gabrielle there. Edmonds, Washington, Katherine in Edmonds. Awesome, glad to have you here. Bellevue, Ann is in Bellevue. Rayann is in Portland, Oregon. Not too far away in Vancouver is Laura and Jared also.

Hey, glad to have you all here. And I'm really excited to do this because we get to talk about one of my favorite topics, which is strengths. And along those same lines, I want you to do this first. Since you've figured out how to use the chat, I want you to go ahead and just by typing in the chat box tell me what are a couple your strengths. Doesn't have to be big, long anything else, but we'll use some of these things as we go along here. And just type in a couple words as you go. Get that into the chat. And even if you don't consider it a strength, what do you consider yourself to be pretty good at? So type that in. Be as specific or not a specific as you want.

And while you are all typing away, I just want to take a moment here because I want to

recognize Joshua and Olivia and everybody else who's on the Global Connections team or works with the Global Connections team. Because I've been working with them for well, I think a number of months now at this point, to bring this over to all of you folks. So you guys may or may not know it, I've got to learn this over about the last year or so, but at WSU you guys have pretty much a world class service there. And I think that's pretty cool. As I've talked to people outside WSU, realize not all universities have something like this. So thanks again guys, really appreciate that.

So some of you are typing in a few things here. And while you're doing that I want to go ahead and get started. I'm going to flip over to my presentation. Tiffany, by the way, I love that. I'm a good mom. Love to write, says Jared. Focused person, details, numbers, and management says Lisa. Active listening. Awesome. OK, so keep those things in mind as we get going here.

All right, jumping right in. When you registered for this session there was an opportunity to take a short little survey. And it said why are you here, basically, or what do you hope to get out of us this? And 64% of you really hope to be able to understand how to showcase your strengths by the end of this thing. That's why you're here.

And about 27% of you said hey, I'm not really even sure what my strengths are. So we got to start there. And there were one or two other questions. One of them was like, hey, I'm here because I have to for a class or something else along those lines. So these are why you're here.

Now the funny thing is, to be able to answer these questions for you, you might not know it, but they're actually the same answer. And to be able to begin to answer this I want to start with another question. So you've heard this question 1,000 times over in job interviews. Maybe not a thousand times, but a lot of times over if you've been to any job interview at all it's some derivative of hey, what are your strengths or tell me about your strengths or whatever it happens to be, right. And you've heard this question and you thought, oh seriously, not again. Really? All right.

Now why do people ask this in the first place? You know, why does your interviewer ask this? Most people don't know. But skilled interviewers will ask it to begin to understand your level of self awareness and what you're truly great at.

Now I asked you at the beginning, what's your answer? So we've had a few of these, you had a little bit of chance to think about this. And I want to continue to keep it in your mind. What is

your answer to that question? What are your strengths? Not even for interview purposes, but just think about what are your strengths? What are some of your best strengths?

Here are some common answers. This is what most people say in some examples of what a lot of people say. So Roger says, hey, I can play a key role in helping someone achieve a goal or I have the ability to be patient and explain concepts in a way that people understand.

Claire says, hey, I'm really detail oriented. I'm great at editing. Or Kat says, hey I'm good at note taking and presenting those notes and helping people look their best. Or here's another one. This is like a derivative of what I've heard several thousand times over in job interviews. I'm really good at helping other people. I love helping other people and solving problems. Oh man, I'm good at solving problems and challenges. And learning, oh, I just love to learn. And I hear those types of things all the time.

So here's a different answer. Meet Matt. Matt is somebody who I worked with for quite awhile. Now Matt has a completely different answer.

Matt really can't help but notice everything about a particular experience. This is something that he can't stop doing. He notices details that you and I just, we don't even think about, we don't ever notice them. We don't even know they're there, quite frankly in a lot of cases. And the really cool part about it, is when he experiences something in any experience, whether that be like hiking or whether that be like hanging out with friends or cooking or whatever it happens to be, he can then take those things that he notices and replicate those experiences right down to generating particular emotions from other people. Really pretty cool. That's actually the way that he connects to other people.

So which answer is closer to yours? Is it the common answers or is it Matt's? Now if you are more like the common answers or you're somewhere in between, even if you're closer to Matt's, this presentation, this entire presentation is crafted for you. I think you're going to love it.

One thing I want you to understand before we move on though, successful people, people who are successful by their own right, they understand their strengths, extremely clear. It's part of what makes them successful. I've been fortunate, very, very fortunate to interview thousands of people about their strengths and I've been able to have hundreds of additional conversations with executives and professionals and entrepreneurs and business owners that are extremely successful, not somebody else's standards, but by their own standards. Critical

difference there. So not by standards created by somebody else, but what they consider to be successful.

All of these people, the funny thing there is that they understand very clearly what they bring to the world, very, very clearly. And they don't mess around with that. So that's one of the things that I've discovered. So keep that in mind as we go along.

Now Matt, he started just like you or I or anybody else on the planet. He didn't know what his strengths were. He didn't always know them. But I want you to take a quick listen to a clip of a coaching session right as Matt was connecting the dots and figuring out what we call his signature strengths.

MATT: Man this, I mean it's just crazy talking about it because it's totally true. I just I think there's so much power in people's emotions.

SCOTT ANTHONY Yeah.

BARLOW:

MATT: The emotional side of things. Just to give you an example, Scott.

SCOTT ANTHONY Please.

BARLOW:

MATT: When I teach yoga class the music that I pick, the poses, the sequence, the word choice, the space or silence as well, it always seems to go back to ah, this is the emotion that I want people to feel. Or here's how I felt and it's been extremely powerful. And these were the circumstances, this is what I did, this is what song I listened to, or whatever, here are kind of the different factors. Can I recreate this in a certain sense? Of how can I convey this emotion that it's so powerful. Oh my gosh, people need to feel this. They're life is going to change.

So a lot of times in yoga that's how I'll structure my class. You know, the music, the word choice, the intonation of my voice, how I touch somebody if I'm adjusting them, how I present myself, my demeanor, my facial expressions, my breath, all of these things. And a lot of that, I mean all of that relates to basically everything I do, for the most part. Baking, interacting with people even for five seconds while I help them at the cash register, all of these things.

Yeah, I agree with what you just said, that I have the ability to track people through emotion and that I've figured out how to do this in many different ways. I don't know, that's just the way

I live my life. Yeah, that's me.

SCOTT ANTHONY So I suspect that if you were to try to stop doing that stuff that you couldn't stop your mind

BARLOW: from noticing all those things?

MATT: No. And I don't want to stop, in all honestly. Like even if someone was like, here, I'll pay you to stop doing that. I'd be like ah, no. I'll see you later.

SCOTT ANTHONY Adios.

BARLOW:

MATT: Nope, not interested.

SCOTT ANTHONY Yeah.

BARLOW:

OK so Matt, prior to that, didn't really, wasn't able to connect the dots on his strength prior to that hour that I spent with him. And there was work that we did building up to that. But that's exactly what I want for you. I want you to be able to have that kind of clarity and those kind of realizations about what your underlying current is. Like what is connecting the dots in between that for your signature strengths.

Here's a couple of things that I want you very specifically to be able to take away out of this session or begin to understand. One of it is why this even matters in the first place. So we're going to show you some of the reasons why this stuff actually matters. And working in your strengths is really directly related to working in areas that can make you happy and where you can spend time and that make you happy.

OK that's great, that sounds really nice and all. But how do you actually find them? That's something else we're going to talk about. So I'm going to give you some tools and some ways to be able to get clear on your signature strengths. So you can get closer to what Matt was talking about. And you've got that same stuff. It's going to be strengths, but you've got the same stuff already in you just like Matt.

And I also want to talk about, hey that key that turns out most people want it too, is how to actually showcase these things in your life and in your work. That question that you all asked earlier, how do I showcase my strengths, is a bit of a trick question. Because you showcase them best when you understand them at an incredibly deep level, much better than anybody

else. When you understand them so well that you can see how your strengths relate or don't relate to anything else, like the world around you.

That way when you get to an interview it becomes blatantly obvious. It isn't a case of where I prep with a certain technique or anything along those lines. It would be much easier if it was, but that's why so many people struggle with this again and again. It requires understanding yourself at an incredibly deep level so that you can, in fact, showcase them. And when you meet somebody that understands their strengths and what they're very good at, they're oozing it, and that's what I want you to be able to do. So that's the secret behind the secret. We're going to talk about how do you actually do that then.

But first you need to understand what is a signature strength. Because we've talked about that, this whole signature strength, but haven't really told you what that is. How is that different than a regular strength or what I might consider a strength to be? And a signature strength is really this unique combination of skills and experiences and preferences and dispositions, predispositions, and things that you get excited about it and enjoy and are passionate about. And when you develop this unique combination over time, it allows you to be better in these areas than almost anybody else.

And differently than what most people think about, this is the stuff that comes naturally and easy to you and it doesn't seem like that big of a deal at all. It's the stuff that really makes you the real you. You probably don't even realize it's there and you may not even really know what these are for you. And that's perfectly OK. That's part of the reason why we're here, right?

So you may not know what these are. And when I say the word "strength," most people actually think about skills. They don't think about what we're talking about, this combination of stuff. Instead, they think about like hey, I'm great at Excel or I'm great at public speaking or I'm great at watching *Downton Abbey*. I don't know, whatever it is for you, your own thing. But they're different than that because when you know what they are and when you know what this combination of things that makes up your signature strengths actually is, it gives you a unique, an unfair advantage over everybody else that doesn't.

So I want to give you an example about how this actually works and how you can get that unfair advantage that I'm talking about, because that's incredibly important. Unfair advantage so much so that the rules that apply to everybody else can get bent, you could say.

Let's talk about Jerrad. Now Jerrad, his story is he's got a family, he's got three little kids, he's got a wife. And him and his wife decided they wanted to move over to Nashville area. That was incredibly important to them. Plus, he really didn't like his job all that much that he was currently in. So he hired me to help them get really clear on his strengths, help him figure out exactly what he wanted to do and to make this transition, make this career change. And was able to do that, but of course, just like what we're talking here, we teach people to get very, very clear on what they're great at and what they offer to the world as well.

So went through and initially realized that he's phenomenal at teaching others. And this guy can have conversations like you and I can't have conversations, for the most part. Because he relates so well to people. And he's just very, very, very practiced at that. And that's just, that's how he connects with other people. He's just a very good at relating through conversation. And you put this guy in another set of circumstances and he's not very good. Like have him try and maintain a relationship through email, like it's not going to happen for him.

So his strengths were absolutely around all of these type things. Where they actually came from though, he didn't have tons of training in this. He just developed these skills over time because of experience and his history and even the way he was brought up and his background as a whole. Now these relate to other things too. These showed up all over in different areas. They showed up in him being a great public speaker, actually, and him being able to teach others. And just by the way he would relate to people it showed up in all of these different methods, you could say.

OK, here's the question though. Is how did Jerrad actually use these strengths to get his dream job? Because that's what really counts here. That's what everybody is wondering, like how did he showcase? We already established that it's not as much about a specific technique to showcase your strengths, it's more about do you understand your strengths well enough to allow them to come out in whatever type of interactions you're going to have? So that's exactly what we did for Jerrad.

And we took him through and only focused on jobs, first of all, that really leveraged his strengths. And only companies and those types of opportunities that really leveraged what he was great at. We just didn't even pay attention to the rest of them. So there's a secret for you. There's a hack right there. Once you understand your strengths at a really deep level you can ignore a whole bunch of stuff and things that seem like good opportunities. Right, OK?

So then it was easy for him to go in and really showcase those strengths. One, because he really understands then at an incredibly deep level. So it's coming out, whether he can help it, he sees all the opportunities because he knows what they are in depth and much beyond face value.

And then he's at an interview that was for a job that really is designed, I guess you could say, to fit his strengths. But what happened in this particular case, is because of this, he got the job, got a job. As we went through we realized that you know what, this was a good job, but it really lined up with only about 80% of what he really wanted. The salary was quite a bit off, significantly off, and several other things were off too.

But what happened is because he had done such a great job here in showcasing his strengths and because they wanted him so badly because it seemed like he perfectly lined up he was able to then negotiate. They actually changed the job description to fit his strengths and fit some of the things that he did really well, because they saw opportunity in him. And so they changed it, literally a part of the role, and added in some public speaking stuff and said, hey, we've got this guy that's really good at this. And then also, we were able to negotiate a pretty massive salary increase as well to the point where it was right up at the initial number that he and I talked about that he wanted in the first place when we started working together. Very, very, very cool.

So why was Jerrad able to do all this? Well, it's pretty easy. First of all, he knew his strengths at a very deep level. And because he knew that, that allowed him to communicate and apply them even in the moment. And then lastly, he didn't settle as he was going through the process. He was focused very much on only those opportunities that allowed him to use those strengths, the things that he does the best.

Because of this well, the rules were bent. And that's what happens again and again and again for people that are incredibly clear and very, very self aware in these areas. You've seen it happen. You may not have known why it happens. But it does happen again and again and again.

Here's another example of this. I didn't have any experience in HR. I was applying for all kinds of HR jobs. I ended up going into Target. Got myself an interview. Went in, was told that hey, we actually don't hire people that don't have HR experience. I, of course, asked, well then why am I here? And he said, I don't know, why are you here?

From there we started talking because I knew what my strengths were and ended up continuing that interview, five other interviews, and got the job. Even though Target does not hire without HR experience they offered me the job anyways. Now the reason they were willing to overlook my HR experience is because I was able to highlight and explain my other strengths and experience. And it turns out that was actually what they were looking for after all, not really having a specific number on a particular resume or something along those lines. Again, when you operate within your strengths, the rules can be bent again and again. So this is just an incredible reason to understand your strengths.

So how do actually find these things? That is the question, right. Most people, in fact, ask what are your strengths. And I think that's the wrong question to ask. Instead, a better question would be asking "where" and asking "how." OK, let me help you understand why this is a better question and how this stuff actually applies here.

Here's an example. How about a race car driver. Think of professional race car driver. What makes them really good at what they do? Well, first of all they've got tons of experience. They've got lots of hours of practice and years of practice and all kinds of things like that. And the best at the profession certainly have been driving for a long time and they've probably also got lots of predispositions. And other things like even experiences growing up that have probably lent to that and lent to them being the best.

And you know what? If they get in another car or if they're driving any car, not just a race car, they're probably having more fun than you or I. They enjoy, they enjoy driving. They've got passion and excitement for it. It's something that is different. And you have to be able to have that too. So they certainly do when they're driving.

Now if they get into a Lamborghini or they get into a Ford Pinto or whatever it happens to be, they probably drive it better than you or I, by a long shot. They notice things about the car that you or I don't even notice. Right? And all this stuff in combination really makes them the best at what they do.

So how does this actually relate to you? Well, you have predispositions and learnings and experiences and all kinds of other things built up in you too, just like the race car driver. Maybe it's not around cars and maybe it's not around, I don't know, motor vehicles or anything else, maybe you can't drive a Ford Pinto that well, I don't know. But you've got other stuff. You also have things that you enjoy and things that make you happy.

And because of this you also do certain things much, much better than other people. Now the key here is to identify what these things are and be able to showcase them. What are the vehicles where these show up at?

So let me take that one step further. Remember Matt from the beginning? Well, here's how Matt's strengths showed up as the "how." Matt would cook and he would entertain and he was great at that. And he was great at speaking and listening to friends and giving advice to friends and traveling and leading hikes and all these other things. What he didn't realize that it was the same set of underlying signature strengths that caused him to be good in all of these different areas. Just like the race car driver, Matt was getting into different vehicles and performing better. But it's not the vehicle itself that's the strength. And that's where most people get confused.

So his strengths came from many years of traveling and listening in foreign countries. It came from his experiences teaching yoga. It came from his experiences running a business. It came from some of the jobs he'd worked in, you know, listening to people in foreign countries to get around. Plus, he naturally has this really carrying disposition in the first place.

And because of all this, he had to pay attention to things in a completely different way. And when you look at his strengths he can create and elicit an emotional experience better than almost anyone else. He pays attention to the things that you or I do not even notice at all. He sees the things that we gloss right over. And it's actually these underlying signature strengths that allows him to be good at these things, not that he was good at the things themselves.

So when he got into these different vehicles he would actually show up. He would use these predispositions and learnings and experiences along with the things that he enjoys. So that's what would happen. That's why it would show up in all these different areas. Now again, most people would confuse that for the strength of cooking and entertaining and that. They confuse that as the strength itself, but really it's the stuff that's underneath the surface.

So how did Matt actually discover this in the first place? Remember you heard that conversation at the beginning, which was kind of the culmination of where Matt's putting all this stuff together. But prior to that, Matt did a whole bunch of stuff. He did these three things. He utilized a whole bunch of tools and resources and assessments. And I'll tell you about an example of one in particular that you can use to start putting verbiage behind some of his strengths. And then he used some really specific questions to be able to reflect and look for

patterns on what he's great at and what he enjoys.

And then on top of that, he sought feedback from a bunch of other sources and people in particular that know him and interact with him well. Now there's more ways to do this, but these are the three that I want you to be able to use. Because they're very, very easy to do and can help you understand what the overall themes are. That way you can dig a lot deeper on your strengths and understand them at an incredibly, incredibly detailed level.

OK so let's start with tools and assessments. Now Strengths Finder 2.0 is one that I absolutely love, so much so that we use it with all of our coaching clients. We use it with a lot of our programs. It helps provide the verbiage to your strengths.

A lot of people have this vague sense, but when you take this assessment it's about 177 question assessment, and you go through it, then you come out the other side with your top five themes, is what they call it, top five strength themes. And along with that you get these definitions. And most people look at that. And I had one client, Kirby, who looked at that and said, this is witchcraft, this is crazy. How do they know me so well? And that's generally the reaction. Because it ends up being fairly accurate.

And I've found even the people that kind of look at one or two of them and say, eh, I don't know if it's accurate or not. Generally once they understand it at a deeper level they're like oh, yeah, this is dead on. I just didn't quite get it before.

So this is one of the best ones that I found, so much so we've actually started selling it on our website. So you can find it over there. You can go to HappenToYourCareer.com/Strengthsfinder And we don't make any money off of it, but we wanted to be able to offer it because so many people were interested in purchasing it. So that's available over there. But it gives you that verbiage.

What it will not do, what it will not do is it will not give you the application for it. So the application for how to apply those strengths comes from other places. And that's your job. So don't go into it expecting that it's going to tell you what to do for the rest your life. No. It's going to give you this verbiage and a great place to start from in knowing yourself at a little bit deeper level.

OK so Matt's strengths after he took this were relater and intellection and developer and connectedness and also learner. And once you look-- doesn't sound like much necessarily, but

once you look at the definitions you start to realize that OK, that's the reason Matt can relate to all of these people in situations at an incredibly deep level. And then reflect on it, that's the intellection part, reflect on it to be able to create this sense of connectedness overall and connect with people through these types of experiences. And that deep caring comes from his developer strengths. So it's really this combination of stuff that allows Matt to do what he actually wanted to do.

So in this case it helped him because he was able to identify his strengths with terminology. Now that he had the verbiage he was able to build upon that verbiage and start to begin to understand where this stuff came from for himself. And that allowed him to connect to his strengths in a completely different way and get further along in the process.

Now the second thing that Matt did that I told you about is he asked really, really specific questions. And I want to give you some of these questions. Question number one is, what do I love enough to do for free? What are those things that you would actually be willing to do for free because you enjoy it so much?

Question number two is, what do I enjoy doing that causes me to lose track of time? Where you get into that sort of flow state where you don't even realize like how much time is passing. What are those things that get you into that state?

Now if you had to teach something, what would that be? Not necessarily comfortable enough to teach it, but if you had to teach something, what would that be?

Or maybe, what do people ask you for help with? What are those things where you, on a regular basis, get help with? Now it might not even be necessarily that it's the thing itself, but that might give you a clue as to how people are perceiving you based on what they think that you're good at.

Or another one still is, what makes me feel great about myself? There's often some clues buried in this one in particular. Those things that make you feel really good about yourself when you get to do them, what are they?

Or what do I enjoy regardless of the opinion of others? Often there's clues buried there too. And still another good one, I love this set of questions. What are my favorite things to do in the past? Because very often people figure this stuff out early and then you just pile stuff over the top of it and kind of forget that it's ever there. But sometimes it's even from childhood in many

cases. And then we've just sort of covered our strengths up in a lot of cases.

So what about now? What are those things now too? And can take in the combination of those. And how has it changed even can give you some clues.

What's hurt in the past that you don't want others to be able to go through. Often within these challenges there's a lot of stuff buried in that gives you unique experiences that other people don't have. And along with those unique experiences, often skills and dispositions and other things that come along with. So along those same lines, what are some challenges and difficulties and hardships you've overcome in the past?

Still another one, what causes do you strongly believe in or even connect with? Now again, these questions help you surface, they help you surface answers that may not give you directly your strengths, but they'll help give you clues to uncover them.

What do you like about yourself? Really simple one, but that will often give you some clues too. Or what are some unusual skills that you have? Kind of the opposite direction there.

What do you get compliments on the most? This is one of my favorite one. This often yields a whole bunch of answers for people. Not necessarily in the compliments itself, although sometimes, but with the underlying areas. Like what is this coming off to people that they end up giving you compliments on?

In what areas do I do the opposite of everyone else? And here's still another one too, what was the happiest day of my life? And what was I doing and who was I with?

And all of those questions, when you answer them and are really, really honest with yourself and take the time to do the hard work of critical thinking around those questions for yourself, they'll give you a whole variety of answers. And often you'll start to notice themes. When you've got all those things written down or typed or on a white board or whatever it might be for you, you'll start to notice some of these themes. And then you could start a poll from those themes and then uncover a couple layers deeper.

OK, so still the third way that we talked about that Matt went through and you can use too is being able to collect feedback from other people. And you can do this a lot of different ways. You can just go up to people and ask them questions. Maybe it seems a little weird, maybe it seems a little odd, I don't know. But you could still do that and get a whole bunch of really valuable feedback. Just through normal conversation as well. Or you could actually do a more

formal method where you send an email saying hey, what are some of these things for me.

Now I want to give you some questions that you can send or you can ask in conversations with people that might be able to see your blind spots or see around your blind spots. Because often people can see much easier for you than you can see yourself what you're great at. But talking to other people will give you perspective to get really that best understanding of yourself.

And you put this with the other two methods and again, it will even pull out those stronger themes overall. So incredibly valuable and often people don't do this for a lot of reasons. Definitely good investment of your time.

What do you feel like my best qualities are? So that's a question you ask. And you can change any of the verbiage on this to something that's more comfortable for you to ask. What do you feel like my best qualities are? That's a great one.

What things do you come to me for advice on or help on? Why would you come to me for advice or help? What are those things? What appears to come easy for me that others find difficult? That's a great one too. And still another way to put it so that people are thinking about it in different context is, how would you introduce me to a friend? Or how would you describe me before you introduce me?

OK. So I've given you three different ways now, assessments, critical thinking with those with is really great questions, and then also being able to uncover feedback from other people too and work with them to be able to get that. That'll give you these clues which will allow you to uncover your strengths.

I don't want to just leave you there though. Often people get excited about this and then they want to get started and get going and everything else along those lines. One of the things that we do that can guide you even further into this process and give you some other exercises if you're ready to get going on this right now then you can actually go over to HappenToYourCareer.com and right on the front page there you can sign up for our eight day mini course.

That actually takes you through the beginning in the first couple days this process for your strengths. Because it's an incredibly important part of being able to get to work that you love, and be able to stay and continue to do that. So that's, we've made that completely free for

you. You can go over there if you're interested it do that right now. Sign up before you forget. And then that will get right to your email box.

But I got to say that if you have any questions I'm going to hang around here, and I'd be thrilled to pieces to answer some for you. But thanks, thanks so much. Go ahead and type in any questions that you have over in the right hand side in the chat and I'll hang around here for about 10 minutes or so and answer any questions that you have. And afterwards you can contact me at Scott@happentoyourcareer.com. And I'll be thrilled to pieces to connect with you there too.

Got that video back to here. That way I can answer, take a few minutes and answer some questions for you all. Looks like we got a couple of them already in here. So take a moment, answer any questions. And while you're typing stuff out here I just want to say thanks again. Because this group at Global Connections has been phenomenal to work with. So I absolutely really appreciate that.

Now Rayann says, should you ask family members? Aren't they a little bit biased? And I would say that anybody you ask is going to be biased by a long shot. Family members are especially biased, if you'd like to think about it that way. But they're also sometimes the people that know you the very best. So you'll have to decide for your particular family.

What I like to do and what I recommend to people is get a mix of different types of information. You know ideally, if you could have a couple of family members, a couple of friends that know you really well, maybe even a couple of coworkers, that way they see you in different context, in different light, then that usually gets you pretty good mix. Because here's what you're doing with all this information. No one piece of information is really going to say OK, this is it for you. Instead, what we do, even when I'm coaching people and helping people weed through all this information, then I'm helping them go from piece to piece to piece and notice what the themes are.

So like you heard I don't know, two minutes of that coaching call with Matt. But we had gone through hours and hours and he'd sent me a whole bunch of different pieces of it. And I was just helping him pull out the themes and make sense of all the information. And that's what you're going to have to do too.

So you're going to have to be able to gather it from a variety of different sources, and by doing so, and then looking for those overall themes, that's what helps you weed out and weed

through that bias. But yeah, good call. I mean, they're going to be biased. It's family, right? Sometimes it a good thing, sometimes you know. It depends on your family, I suppose. So yeah, great, great question Rayann.

And let's see, Muhammad, you asked earlier why qualities have different colors. I apologize, I'm not quite sure if I fully understand the question or what you're referring to. So if you want, feel free to tell me a little bit about what you're referring to. And yeah, thank you. Thanks for attending too. You said, very good presentation. Appreciate it.

Debbie said, what can we expect from the next webinar? Actually, the next one is going to be a really fun one because we get to talk about what we call anti-strengths. That's not the title of webinar because people don't necessarily know what anti-strengths are.

But really it's typically what you see in yourself and what you experience growing up. And anti-strengths are really the opposite of your strengths and the things that are sometimes the negative sides of your strengths. And what I'm going to do is help you instead, take those not-as-great side of your strengths, turn it completely around, and help you understand how to leverage your overall strength and focus on that.

So it's going to be building on this one. But at the same time, even if somebody showed up that they never had been to this one, they would still be in good hands. And we're going to take that and relate that into a work and job and careers context. So that sounds really fancy and everything, but basically we're going to help you take your weaknesses, turn them completely upside down, and use the stuff that you're great at to get a whole bunch more success, whole bunch more happiness in your life, and really focus on it from that side of the coin. So hopefully that helps you, Debbie. Let me know if it does or not.

Muhammad, you said, when you show Matt qualities they're put in different colors. Do those colors have a meaning? No, actually we just, my designer chose some of those colors and we just picked some out. I would love to say that we were intentional enough to have a different meaning on each one, but in this case no, it just happened to be associated with a set of strengths.

And those particular strengths were from his Strengths Finder results. So one of the cool things is when you get that back you get all the verbiage back along with it to understand what is the intellection and what is futuristic and what are the other 32 strength themes as well. So

very, very good.

And then the reason I really like to use that assessment in particular is because when you've got this other feedback you start to, once you see those five you start to see it show up in all of these other results too. So you get feedback from other people and you're like, oh, wow. These same top three over here are actually showing up over here in the feedback. And then as you go through those questions and you look at, hey, what have you been doing in the past, you start to see some of those same themes pop out and it becomes really difficult to ignore.

And that's absolutely the start for you. Once you've got that then you can actually start diving a whole bunch deeper. And that's part of what we'll get into next time around as well as how do you actually peel back some of those layers and go at a much, much deeper level so you can understand even better that where does it show up and then how does it show up and what are the causes for that.

Lisa, thank you very much. I really, really, appreciate it. Same to you Jared, too. Debbie glad that answers the question. Thank you, thank you all very much. Rayann, good to see you on here and I really appreciate you. I've got time for one more question here if you have anything, otherwise we're just about to shut it down and let the team from WSU there have a good night.

All right all, I hope you'll join us next time around too. If you registered for this one it will have automatically signed up for the next one, and I'll be really glad to see you on then too. Have a wonderful night. If you need anything else you've got my email address too, Scott@HappenToYourCareer.com and love to hear from you. Have a great night. Thank you, Ann. Thanks, Muhammad. Have a good night. Adios.