

Strengths Tool

Instructions:

Read each pair of statements. They express our natural tendencies. Indicate on the scale where you align yourself. For example, for the first pair of statements, if you feel you are more cautious in decision making, then give yourself a 3 or 4.

Scale:

- 1 = strongly aligns with Statement A
- 4 = strongly aligns with Statement B

Statement A	Scale	Statement B
I prefer to act and learn through trial and error and guide others in that way.	1-2-3-4	I am naturally cautious/vigilant, anticipating problems and avoiding rushed decisions.
I am logical in my approach, seeking data and patterns to make sense of complexity.	1-2-3-4	I work intuitively, seeking connections between people, places, and ideas.
I like detail, and focus on sequential processes.	1-2-3-4	I think big picture, preferring concepts and ideas over detail.
I enjoy troubleshooting and finding creative solutions to problems.	1-2-3-4	I guide others to identify and solve problems themselves.
I favour exploratory discussion and debate.	1-2-3-4	I favour decisive action and clear direction.
I prefer time to process information and ideas before responding.	1-2-3-4	I articulate ideas and decisions as I think them through with others.
I prefer to communicate regularly with research teams (supervisors/students).	1-2-3-4	I prefer to communicate with research teams (supervisors/students) as and when needed.

I listen and empathise readily with perspectives and experiences different from my own and adjust my expectations accordingly.	1-2-3-4	I am dedicated to the pursuit of excellence and how I listen and empathise with others is shaped by my standards.
I favour direct feedback and decisive action.	1-2-3-4	I favour consensus and am willing to compromise to avoid conflict.
I feel strong personal responsibility for the work I contribute to, and often take on too much.	1-2-3-4	I am clear on the limits of what is my responsibility and what is the responsibility of others.
My preference is to have structure, routine and order in my work.	1-2-3-4	I adapt quickly and welcome changes to plans, seeing it as an opportunity rather than a disruption.
I uphold excellence and rigour as the standard.	1-2-3-4	I aim for research outcomes and processes that are proportionate and fit-for-purpose.
I set and model clear work boundaries.	1-2-3-4	I remain widely available to support responsiveness.
I revise plans when I notice signs of strain.	1-2-3-4	I encourage perseverance to maintain momentum during busy periods.
I drive myself and others to achieve ambitious results.	1-2-3-4	I balance ambition with a steady, sustainable pace.
I immerse myself deeply in tasks, sometimes losing awareness of people and surroundings.	1-2-3-4	I prioritise people over tasks and modify my course of action to accommodate them.