

Strengths Mapping

Identifying & Aligning Individual and Team Strengths
Intensives Library · Supervision & Professional Growth

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Part 1 · Overview

Strengths Mapping

Strengths-based leadership begins with an honest, detailed inventory of individual and team strengths — then deliberately aligns people, roles, and responsibilities to those strengths. When clinicians work in their strengths zone, engagement increases, burnout decreases, and clinical outcomes improve. This intensive builds the skills to identify, map, and leverage strengths systematically.

Learning Slides

Strengths identification frameworks, team strengths mapping, and strengths-aligned role design.

Mind Map

Visual tool for mapping individual and team strengths across clinical roles and functions.

Self-Assessment

Evaluate your strengths profile and identify opportunities for strengths-aligned work.

Worksheet

Structured exercises for mapping strengths and designing strengths-based team structures.

Strengths Mapping Dimensions

Individual strengths identification

Team complementary strengths pairing

Strengths-to-role alignment

Development of underutilized strengths

Strengths in clinical specialization

Strengths-based performance conversations

Part 2 · Slides

Aligning Talents with Tasks

Implementing Strengths Mapping

INTRODUCTION

Aligning Talents with Tasks

Implementing Strengths Mapping

This systematic approach helps SUD professionals implement strategic alignment between their unique strengths and specific professional responsibilities.

Create explicit connections between strengths and particular tasks

Illuminate opportunities for enhanced performance

Identify potential role adjustments

Highlight areas for complementary partnerships

Transform general strengths knowledge into practical applications

AWARENESS

The Strengths Identification Depth

Precise Understanding of Your Profile

Effective strengths mapping begins with precise understanding of your specific strengths profile beyond general awareness.

Recognizing precise top strengths pattern

Noticing similar strengths distinctions

Understanding clinical context manifestations

Seeing signature combination patterns

Acknowledging contributions and pitfalls

AWARENESS

The Task Inventory Comprehension

Understanding Your Complete Landscape

Comprehensive understanding of your complete task landscape provides the essential foundation for effective strengths mapping.

Recognizing complete role task spectrum

Noticing distinct skill requirements

Understanding outcome importance relationships

Seeing similar-strength task connections

Acknowledging beyond-visible responsibilities

AWARENESS

Strengths-Task Alignment Awareness

Recognizing Natural Connections

Initial recognition of natural alignment between specific strengths and particular tasks provides the starting point for strategic mapping.

Recognizing natural strength-task alignments

Noticing energy-drain task patterns

Understanding satisfaction-utilization connections

Seeing strength-enhanced performance specifics

Acknowledging misalignment challenges

AWARENESS

Application Strategy Awareness

Strategic Application to All Tasks

Sophisticated strengths mapping requires understanding how strengths can be strategically applied even to tasks that don't initially seem well-aligned.

Recognizing challenging task application opportunities

Noticing approach adaptation possibilities

Understanding protocol adaptation potential

Seeing strength combination enhancement potential

Acknowledging approach alignment differences

AWARENESS

The Team Strengths Landscape

Complementarity for Effectiveness

No individual possesses all possible strengths, making team complementarity essential for comprehensive effectiveness. Visit

for more.

Recognizing colleague strength patterns

Noticing complementary enhancement potential

Understanding collective strengths gaps

Seeing distribution/partnership opportunities

Acknowledging team diversity and limitations

AWARENESS

Organizational Context Assessment

Understanding Implementation Realities

Organizational factors significantly influence the feasibility of implementing strengths mapping initiatives.

Recognizing structure utilization effects

Noticing policy support/hindrance patterns

Understanding organizational receptiveness

Seeing flexibility adjustment opportunities

Acknowledging optimization constraints

AWARENESS

Implementation Readiness

Capacity for Action

Transitioning from mapping to implementation requires realistic assessment of readiness factors.

Recognizing adjustment advocacy capacity

Noticing potential resistance points

Understanding highest-impact applications

Seeing realistic implementation pathways

Acknowledging opportunities and limitations

IMPLEMENTATION

Comprehensive Strengths Assessment

Deep Understanding Through Tools

Effective mapping begins with thorough understanding of your unique strengths profile through formal tools and feedback.

Using validated strengths identification tools

Developing clinical context understanding

Building strength interaction awareness

Creating observed feedback opportunities

Practicing accurate self-assessment

IMPLEMENTATION

Detailed Task Analysis

Comprehensive Role Understanding

Strategic mapping requires comprehensive understanding of your complete task landscape through systematic cataloging.

Cataloging complete role task range

Developing skill requirement understanding

Building performance indicator awareness

Creating component/frequency breakdowns

Practicing ongoing inventory refinement

IMPLEMENTATION

Systematic Strengths-Task Mapping

Connecting Strengths to Tasks

The core of strengths mapping involves explicitly connecting specific strengths to particular tasks.

Analyzing strength-specific task enhancements

Developing strength-responsibility matrices

Building natural alignment awareness

Creating visual/written connection maps

Practicing ongoing mapping refinement

IMPLEMENTATION

Strategic Application Development

From Theory to Practice

Beyond identifying connections, effective mapping requires developing specific application strategies.

Identifying strength-leveraging approaches

Developing challenging task strategies

Building systematic modification approaches

Creating implementation plans

Practicing enhancement-focused explanations

IMPLEMENTATION

Complementary Partnership Cultivation

Strategic Collaboration

The limitations of individual strengths profiles necessitate strategic partnerships for collective effectiveness.

Identifying complementary colleague strengths

Developing collaborative arrangements

Building mutual strengths understanding

Creating co-facilitation/sharing opportunities

Practicing appropriate collaboration give-and-take

IMPLEMENTATION

Role Optimization Advocacy

Structural Alignment

Implementing substantial mapping insights may require formal role adjustments through strategic advocacy.

Identifying alignment-enhancing adjustments

Developing outcome-benefit rationales

Building constructive modification proposals

Creating graduated implementation plans

Practicing supervisor/administrator discussions

IMPLEMENTATION

Non-Aligned Task Management

Strategic Approaches to Challenges

Even with optimal mapping, some tasks will inevitably remain less naturally aligned with strengths.

Developing less-aligned task strategies

Creating indirect strength applications

Building non-aligned efficiency systems

Developing energy management approaches

Practicing quality-maintaining approaches

IMPLEMENTATION

Team-Based Strengths Integration

Collective Enhancement

Expanding mapping beyond individual practice to team functioning enhances collective effectiveness.

Promoting diverse strengths awareness

Developing task distribution suggestions

Building signature strength opportunities

Creating team collaboration frameworks

Practicing diverse contribution appreciation

IMPLEMENTATION

Performance Enhancement Tracking

Evidence-Based Documentation

Documenting the impact of strengths-based approaches provides evidence for continued implementation.

Monitoring strengths-based approach changes

Developing impact assessment metrics

Building successful adaptation documentation

Creating implementation refinement feedback

Practicing data-informed advocacy

IMPLEMENTATION**Continuous Mapping Refinement****Ongoing Evolution**

Strengths mapping represents an ongoing process rather than a one-time event.

Updating evolving skills/responsibilities mapping

Developing increasing matching precision

Building emerging strengths awareness

Creating regular reassessment practices

Practicing evidence-based adaptation

Part 3 · Mind Map

Strengths Mapping Mind Map

Visualize Your Path to Strengths Alignment

Create a visual strategy for aligning your unique strengths with your professional responsibilities to maximize impact and engagement.

Strengths Identification

Precise understanding of your top talents

Top 5 Signature Strengths

List your top 5 strengths (e.g., Empathy, Strategic, etc.)

Examples: Empathy; Restorative; Developer; Strategic; Learner

Your map entry...

Clinical Manifestation

How does each manifest in your clinical work?

Examples: Empathy helps build rapport quickly; Strategic helps treatment planning

Your map entry...

Shadow Side

What are the potential pitfalls of these strengths?

Examples: Empathy leading to burnout; Restorative focusing only on problems

Your map entry...

Task Inventory

Comprehensive view of responsibilities

Energizing Tasks

Which tasks give you energy?

Examples: Group therapy; Mentoring; Crisis intervention

Your map entry...

Draining Tasks

Which tasks drain your energy?

Examples: Documentation; Scheduling; Conflict mediation

Your map entry...

Critical Outcomes

Which tasks are most critical for patient outcomes?

Examples: Assessment; Treatment planning; Rapport building

Your map entry...

Alignment Strategy

Connecting strengths to tasks

Natural Alignment

Where do your strengths and tasks naturally fit?

Examples: Empathy + Counseling; Analytical + Assessment

Your map entry...

Strategic Application

How can you apply strengths to non-aligned tasks?

Examples: Use 'Relator' to make documentation about the person's story

Your map entry...

Job Crafting

What small adjustments can you make to better fit your strengths?

Examples: More mentoring, less admin; Co-facilitating groups

Your map entry...

Partnership & Support

Leveraging team strengths

Complementary Partners

Who has strengths you lack?

Examples: Partner with someone high in 'Structure' for planning

Your map entry...

Collaboration Opportunities

Where can you collaborate to maximize mutual strengths?

Examples: Co-leading groups; Peer supervision

Your map entry...

Resource Needs

What tools or support do you need?

Examples: Training; Software; Supervision focus

Your map entry...

Action Planning

Primary Alignment Goal

What is your #1 goal for better alignment?

Secondary Alignment Goal

What is your #2 goal?

Immediate Next Steps

What will you do this week?

Part 4 · Assessment

Aligning Talents with Tasks

A Self-Assessment for SUD Clinicians - Implementing Strengths Mapping

This self-assessment helps you implement a systematic approach to aligning your unique strengths with specific professional responsibilities.

Part 1: Understanding Your Current Strengths and Task Landscape

Rate each statement: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always

The Strengths Identification Depth

I recognize my specific pattern of top strengths with precision.

I notice subtle distinctions between similar strengths in my profile.

I understand how my strengths manifest uniquely in clinical contexts.

I see patterns in how my strengths combine to create signature approaches.

I acknowledge both the positive contributions and potential pitfalls of each strength.

The Task Inventory Comprehension

I recognize the full spectrum of tasks involved in my SUD treatment role.

I notice the distinct skill requirements of different clinical responsibilities.

I understand the relative importance of various tasks to treatment outcomes.

I see connections between different tasks that might leverage similar strengths.

I acknowledge the complete range of my role beyond the most visible responsibilities.

The Strengths-Task Alignment Awareness

I recognize which tasks naturally align with my specific strengths.

I notice patterns in which responsibilities energize versus drain me.

I understand the connection between task satisfaction and strengths utilization.

I see specific ways my strengths enhance performance in particular tasks.

I acknowledge where strengths misalignment creates unnecessary challenges.

The Application Strategy Awareness

I recognize opportunities to apply strengths to traditionally challenging tasks.

I notice when I could approach tasks differently to better leverage strengths.

I understand how to adapt standard protocols to utilize my strengths more effectively.

I see potential for combining strengths to enhance performance in complex tasks.

I acknowledge the difference between strength-aligned and strength-neutral approaches.

The Team Strengths Landscape

I recognize the specific strengths patterns of my closest colleagues.

I notice complementary strengths among team members that could enhance collaboration.

I understand where collective strengths gaps might exist in our team.

I see opportunities for strengths-based task distribution or partnerships.

I acknowledge both the diversity and limitations of our team's collective strengths profile.

The Organizational Context Assessment

I recognize how organizational structures affect strengths utilization.

I notice which policies support or hinder strengths-based role adjustments.

I understand my organization's receptiveness to strengths-based approaches.

I see where flexibility exists for strengths-aligned role adjustments.

I acknowledge realistic constraints on strengths-based role optimization.

The Implementation Readiness

I recognize my capacity to advocate for strengths-aligned adjustments.

I notice potential resistance points to strengths-based role modifications.

I understand which strengths applications would create highest impact.

I see realistic pathways to implement strengths mapping in my context.

I acknowledge both opportunities and limitations for strengths implementation.

Scoring guide

Part 2: Developing Your Strengths Mapping Implementation

Comprehensive Strengths Assessment

I actively use validated tools to identify my specific strengths pattern.

I develop detailed understanding of how each strength functions in clinical contexts.

I build awareness of how my strengths combine and interact with each other.

I create opportunities for feedback about strengths others observe in me.

I practice accurate self-assessment of strengths without over or underestimation.

Detailed Task Analysis

I actively catalog the complete range of tasks in my professional role.

I develop nuanced understanding of the skill requirements for each task.

I build clear awareness of performance indicators for different responsibilities.

I create detailed breakdown of task components and frequency.

I practice ongoing refinement of my task inventory as responsibilities evolve.

Systematic Strengths-Task Mapping

I actively analyze how each strength could enhance specific tasks.

I develop detailed matrices connecting strengths to responsibilities.

I build awareness of which tasks most naturally align with my strengths.

I create visual or written maps of strengths-task connections.

I practice regular refinement of my strengths-task mapping.

Strategic Application Development

I actively identify alternative approaches to tasks that better leverage strengths.

I develop specific strategies for applying strengths to traditionally challenging tasks.

I build systematic approaches to task modification that enhance strengths utilization.

I create implementation plans for strengths-based approaches to key responsibilities.

I practice explaining strengths-based adaptations in terms of performance enhancement.

Complementary Partnership Cultivation

I actively identify colleagues with strengths complementary to mine.

I develop collaborative arrangements that leverage our different strengths.

I build mutual understanding of how our strengths profiles can work together.

I create opportunities for strengths-based co-facilitation or task sharing.

I practice appropriate give-and-take in strengths-based collaborations.

Role Optimization Advocacy

I actively identify potential role adjustments that would enhance strengths alignment.

I develop persuasive rationales based on performance and outcome benefits.

I build constructive proposals for strengths-based role modifications.

I create graduated implementation plans for role adjustments.

I practice discussing potential changes with supervisors or administrators.

Non-Aligned Task Management

I actively develop strategies for tasks that don't naturally align with my strengths.

I create approaches that apply strengths indirectly to challenging responsibilities.

I build efficiency systems for necessary non-aligned tasks.

I develop energy management approaches surrounding draining activities.

I practice maintaining quality while minimizing depletion in non-aligned tasks.

Team-Based Strengths Integration

I actively promote awareness of team members' diverse strengths.

I develop suggestions for strengths-based task distribution when appropriate.

I build opportunities for team members to apply their signature strengths.

I create discussion frameworks for strengths-based team collaboration.

I practice appreciation for different strengths contributions within our team.

Performance Enhancement Tracking

I actively monitor performance changes from strengths-based approaches.

I develop metrics for assessing the impact of strengths applications.

I build documentation of successful strengths-based adaptations.

I create feedback loops to refine strengths implementations.

I practice data-informed advocacy for effective strengths applications.

Continuous Mapping Refinement

I actively update my strengths mapping as skills and responsibilities evolve.

I develop increasing precision in matching strengths to specific tasks.

I build awareness of emerging strengths through professional development.

I create regular reassessment practices for my strengths-task alignment.

I practice adapting my mapping approach as evidence of effectiveness emerges.

I actively use validated tools to identify my specific strengths pattern.

I develop detailed understanding of how each strength functions in clinical contexts.

I build awareness of how my strengths combine and interact with each other.

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I actively update my strengths mapping as skills and responsibilities evolve.

I develop increasing precision in matching strengths to specific tasks.

I build awareness of emerging strengths through professional development.

I create regular reassessment practices for my strengths-task alignment.

I practice adapting my mapping approach as evidence of effectiveness emerges.

You demonstrate thorough understanding of your strengths profile, task landscape, and their potential alignment across multiple dimensions.

You recognize significant aspects of your strengths-task landscape across several domains.

You acknowledge some important aspects of strengths-task connections but have significant opportunities to develop deeper insight.

You may be substantially underestimating the complexity and potential of strengths-task alignment.

Strong Mapping Implementation Development

You demonstrate robust capacity for implementing strengths mapping strategies across multiple dimensions.

Developing Mapping Implementation Capacity

You have established several important implementation strategies but have opportunities to strengthen others.

Beginning Mapping Implementation Development

You show emerging capacity for strengths mapping implementation but need substantial development in several areas.

Limited Mapping Implementation Development

Your capacity for implementing strengths mapping strategies is currently insufficient for optimal professional functioning.

Your awareness of strengths-task alignment possibilities outweighs your capacity for implementing strategic applications. Focus on developing greater capacity for applying your strengths-task knowledge effectively.

You've developed relatively balanced awareness and implementation capacity, suggesting healthy professional development.

Your implementation capacities substantially outweigh your detailed awareness of strengths-task possibilities. Consider whether deepening your awareness might help apply your capabilities more effectively.

Review learning slides to deepen understanding of strengths mapping

Create a comprehensive inventory of your professional tasks

Use validated tools to identify your specific strengths pattern

Start applying one strength strategically to a challenging task this week

Your Strengths Mapping Profile

Part 5 · Worksheet

Strengths Mapping Worksheet

Aligning Talents with Professional Tasks

This worksheet helps you systematically map your unique strengths to your professional responsibilities to optimize performance and satisfaction.

Understanding Your Strengths & Task Landscape

How do you currently identify and describe your top professional strengths?

Reflect on your complete task inventory: Which responsibilities energize you and which drain you?

Where do you see the strongest natural alignment between your strengths and your current tasks?

How do you currently manage tasks that don't naturally align with your strengths?

In what ways does your current role optimize (or fail to optimize) your unique strengths profile?

Strategic Application & Implementation

Describe a challenging task you could approach differently by applying one of your top strengths.

Which colleagues have strengths that complement yours, and how could you partner more effectively? (See)

What specific role adjustments would significantly enhance your performance and satisfaction?

How can you better document and demonstrate the value of a strengths-based approach to your supervisors?

What is one immediate step you can take to better align your daily work with your talents?

Strengths Mapping Development Map

Track your journey toward optimized alignment

General Awareness to Precise Identification

"I have a vague sense of being 'good with people' or 'organized' without specific precision"

Where I was

Past state...

Where I am now

Current state...

Where I'm heading

Future goals...

Task Blindness to Inventory Clarity

"I just do 'the work' without analyzing distinct task requirements and energy impacts"

Where I was

Past state...

Where I am now

Current state...

Where I'm heading

Future goals...

Accidental to Intentional Alignment

"I hope my strengths fit my job rather than actively mapping them to responsibilities"

Where I was

Past state...

Where I am now

Current state...

Where I'm heading

Future goals...

Avoidance to Strategic Application

"I try to avoid weak areas rather than applying strengths to manage them differently"

Where I was

Past state...

Where I am now

Current state...

Where I'm heading

Future goals...

Isolation to Complementary Partnership

"I try to be good at everything myself rather than leveraging team diversity"

Where I was

Past state...

Where I am now

Current state...

Where I'm heading

Future goals...

Passive Acceptance to Role Advocacy

"I accept my job description as fixed rather than proposing strengths-based optimizations"

Where I was

Past state...

Where I am now

Current state...

Where I'm heading

Future goals...

Struggle to Systematized Management

"I just push through draining tasks rather than building systems to manage them efficiently"

Where I was

Past state...

Where I am now

Current state...

Where I'm heading

Future goals...
