

Using Your Strengths to Achieve Success: Developer

You recognize and cultivate the potential in others. You spot signs of each small improvement and derive satisfaction from them. Your talent is valuable because it helps you see the potential in others and move them in that direction. It is as if you are educating, counseling, and encouraging people all the time.



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Applying to Academics

General Academic Life

- During lectures, take down facts that are new, enlightening, interesting, or humorous. Share your observations with others from the class.
- Reflect back to what you have learned from a certain professor and how that has impacted you in your life.
- Motivate yourself by tutoring or helping someone else in the class to understand concepts you have gained from the lecture, the reading, and the discussion.

Study Techniques

- Explain to a friend, fellow student, teaching assistant, or professor what you have learned from a book, lecture, the reading, and the discussion.
- Form study groups in which you can teach others as well as learn from them.
- Identify a few classmates on whom you can rely to be your study partners.

Relationships

- Always have one or more mentors, and let them know what they add to your life. Consult them regularly.
- Coach friends who have a specific goal or focus in mind (such as running a marathon or losing weight). Encourage them in their progress.

Extracurricular Activities

- Become a tutor or a mentor. Find a role in which you can strengthen your own academic abilities while you help others improve.

Applying to Major/Career Path

- Talk to counselors, teachers, speech therapists, athletic coaches, acting coaches, life coaches, and those who work in your campus learning center to find out what they enjoy most about their work.

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Apply to Job Search

In the Job Search

- Your developer helps you see the potential in each job opening. You may keep track of your own progress and personal growth in the job search. You celebrate even small progress you make.
- Search for careers that provide opportunities to interact with people and be a catalyst for their success. Consider careers where the organization depends on interpersonal relationships.
- Tips: Interview and shadow people who are currently in jobs that interest you to understand the daily responsibilities of the job. Work with a group of people on whom you can rely.

In the Interview

- You can highlight your interpersonal leadership style and your ability to notice the potential of others.
- In the job interviews you are good at giving examples of facilitating growth in others. These may have been times as a trainer, coach, or leader who helped others develop in their respective roles.



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- Tips: Practice the interview with mentors and partners. You can also try video recording your interview, then noting where you can improve.

Apply to Careers

In the New Position

- Your developer may need to take a back seat for spotting potential in others. Critiquing performances early on in a team may not be received well. Be positive about what they have already accomplished.
- Remember to build relationships by asking questions about their career trajectory and time with the company. Ask their advice about ways you can develop professionally so they know this is important to you.