

# Skills, Strengths, and Interests Self-Assessment Worksheet

This worksheet supports your Career Action Planning process and is designed to help you create a comprehensive list of the skills and strengths you have developed to assess your skills and strengths required to be an effective entrepreneur. You will apply this knowledge of your skills and strengths as you select your business startup/career path.

## Instructions

Use the blank pages to document the skills, strengths, and interests you have acquired and demonstrated in different volunteer, academic, or professional settings. Please note that the lists provided here are of example skills and strengths list included to help you brainstorm, please also consider skills and strengths that are not on these lists. You can also refer to course descriptions for prompts and ideas.

What is the difference between skills and strengths?

**Skills** are abilities that come from specific training and can be learned in a course, workshop, or self-study. (e.g. software programs, languages, time management, people management, research, analytics, project management, etc.)

**Strengths** are personal attributes that you have cultivated over time. (e.g. flexibility, integrity, positive attitude, willingness to learn, dependability, friendliness, persistence, etc.)

NOTE: Employers look for more than just technical skills from candidates, so it is essential to identify and articulate both your “soft” and “hard” skills.

- Hard skills are the specific, teachable, abilities and knowledge areas required for positions. They are fact-based and can be defined and measured.
- Soft skills include the personal, relational and behavioural attributes that allow you to thrive in the workplace. They are subjective and often times situational

## Examples of Skills

Communication	Interpersonal	Managerial	Process Management	Leadership	Specialized Areas	Self-Management
Blogging Campaigns Content management Digital media Editing Email marketing Feedback delivery Filmmaking Listening Nonverbal communication Phone Presentations Public Speaking Social Media Style Summarizing Team Verbal Writing	Business development Collaboration Community building Conflict resolution Consultative Convening Deal-making Diplomacy Disability awareness Diversity awareness Engagement Managing difficult personalities Negotiation Networking Persuasion Professionalism Relationship management Shepherding	Budget management Business management Change management Crisis management Delegation Directing Dispute resolution Economization Financial management Forecasting Goal-setting Hiring Managing difficult situations Mediating Performance management Process management Produce development Project management Quality control Recruitment Reporting Restructuring Staffing Talent management Team building	Administrative Analytical Contracting Creative thinking Decision making Execution Goal-setting Logistics Operations management Planning Problem-solving Research Scheduling	Assertiveness Coaching Facilitation Instruction Mentoring Motivational Product development Retention Strategic thinking Teaching Team-building Team manager Team player Training	<i>Analytics and STEM</i> Analytical Auditing Data analysis Financial modelling Quantitative  <i>Communications and Digital Media</i> Customer Service Digital marketing Human Resources Photography Social Media Marketing  <i>Education and Learning</i> Accreditation Program evaluation Teaching  <i>Government and Civic Engagement</i> Foreign language Policy development International affairs  <i>Healthcare</i> Patient care Risk analysis  <i>Leadership and Management of</i> Accounting Analytical  <i>Regulatory Affairs</i> Compliance	Goal-setting Organization Prioritization Self-awareness Self-presentation Stress management Time management Work-life balance

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<b>1. Skill</b>	<b>2. Example</b>	<b>3A. Have a clear career goal? Is this skill relevant?</b>	<b>3B. No clear career goal yet and still exploring? Do you enjoy using this skill?</b>
List the skill you've developed or demonstrated here	Briefly describe how you have demonstrated this skill. Consider the situation, the action you took, and the result	Y/N	Y/N

## Examples of Strengths

<b>Accountability</b>	<b>Communication</b>	<b>Intellectual</b>	<b>Personality</b>	<b>Precision</b>	<b>Relational</b>	<b>Situational</b>
<b>Strengths related to holding yourself accountable to completion of task</b> Accountable Ambitious Committed Deadline-driven Dedicated Dependable Disciplined Effective Focused Goal-oriented Independent Motivated Ownership Productive Punctual Reliable Resourceful Responsible Results-oriented	<b>Strengths related to how you communicate with others</b> Artful Articulate Authentic Bold Clear Concise Effective Powerful Strategic	<b>Strengths related to how you think or react to new information</b> Analytical thinker Artistic Clarity Critical thinker Creative Curious Decisive Emotionally intelligent Empathetic Evaluative Innovative Inquiring Intellectual Intelligent Learner Open-minded Purposeful Reflective Thoughtful Trainable Visionary	<b>Strengths drawn from character traits</b> Authentic Confident Eager Energetic Enthusiasm Genuine Honest Humorous Optimistic Patient Positive Quick-witted	<b>Strengths related to ensuring that tasks are completed accurately and with attention to detail</b> Accurate Detail-oriented Ethical Exact Precise	<b>Strengths connected to relating with people and building relationships</b> Caring Charismatic Comforting Compassionate Considerate Courteous Directive Dynamic Empowering Encouraging Engaging Friendly Influencer Inspiring Motivating People-oriented Relatable Respectful Supportive Sympathetic Tactful Tolerant	<b>Strengths related to managing difficult or challenging situations</b> Adaptable Competitive Courageous Determined Diplomatic Flexible Poised Resilient Risk-Taking Sensitive

<b>1. Strength</b>	<b>2. Example</b>	<b>3A. Have a clear career goal? Is this strength relevant?</b>	<b>3B. No clear career goal yet and still exploring? Do you enjoy using this strength?</b>
List the strength you've developed or demonstrated here	Briefly describe how you have demonstrated this strength. Consider the situation, the action you took, and the result	Y/N	Y/N

## BRINGING IT ALL TOGETHER

Consider which of your skills and strengths you've listed above that align with your INTERESTS. In other words, which ones do you want to or enjoy using the most? These are the skills and strengths you should focus on cultivating and developing.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

## OPTIONAL -

Another way to think and prioritize how you develop and talk about your skills and strengths is as follows....

Am I good at it?		
No	<b>Development Areas</b> <ul style="list-style-type: none"><li>• These are the areas to focus on building your skills and knowledge through courses and experiences</li></ul>	<b>Danger Zone</b> <ul style="list-style-type: none"><li>• Avoid roles that focus on these skill areas</li></ul>
Yes	<b>Your Sweet Spot</b> <ul style="list-style-type: none"><li>- Focus on opportunities where you are able to use these skills and strengths</li></ul>	<b>Caution</b> <ul style="list-style-type: none"><li>- Be aware of not letting yourself spend more time than necessary in these areas where you have competence but no passion</li></ul>
Do I enjoy doing this?	Yes	No