

## Developing Your Strength

# Restorative

The genius of your Restorative talent is found in the way you can think and fix things. This is key to all problem solving. But your ability to fix goes beyond patching things together. The way you restore things involves bringing them back to life. Accordingly, you can have a restorative effect on relationships and in fact, entire organizations. The genius of your Restorative strength is that you are so good at figuring out what is not working, resolving that, and then guiding people to a way of being healthy and highly functional.

Adapted from "The Genius and Beauty found within The Clifton StrengthsFinder Themes of Talent," by Edward C. Anderson

## Applying Restorative Talents in Careers

- Search online and read all you can about careers that interest you. Take career inventories to see where your talents and interests match those who are successful in a particular field. This detailed self-analysis can get you started in a process of elimination that will clarify your career goals.
- Interview people who have a reputation for salvaging bad situations, turning companies around, or stepping in to solve problems no one else can seem to handle. Ask them what they enjoy about their work and what they actually do on a daily basis.
- Volunteer your time in an organization that needs someone to "breathe new life" into their work. This is often what you do best.
- Environments in which you are called upon to diagnose problems and design solutions will allow your Restorative talents to flourish.
- Talk to people who excel as customer service reps, surgeons, or television producers. Ask them what leads to their success and what they find rewarding about their work.

Adapted from StrengthsQuest website: [www.strengthsquest.com](http://www.strengthsquest.com)

## Career Plan of Action:


# **Applying Restorative Talents in Academics**

## **General Academic Life**

- Read the syllabus when you get it, and attack assignments or areas that you consider problematic.
- Do not let an unexpectedly low grade defeat your spirits. Learn how to more effectively apply your greatest talents.
- Think about school as a way to improve yourself. You will increase your motivation, particularly if you reflect on your progress.

## **Study Techniques**

- Make a list of ways in which you can apply your most powerful talents to improve in each class.
- Ask your professors what your weaknesses are, and create support systems or complementary partnerships through which you can manage them.
- Research every missed test question to determine your gaps in knowledge, and fill those gaps.

## **Relationships**

- Let others know that you enjoy fixing their problems.
- Ask friends for honest feedback about your weaknesses.
- Build relationships with people who appreciate your ability to help them identify problems.

## **Class Selection**

- Select classes that emphasize case solutions.
- Select classes in which you learn to solve problems.
- Choose classes led by a professor who wants to fix things.

## **Extracurricular Activities**

- Raise money for the disadvantaged.
- Organize a club that tackles and solves social issues on campus.
- Join an organization in which you can restore something to its original condition.

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## **Academic Plan of Action:**
