

TOOLKIT · VERSION 1

Strengths Discovery Workbook

Map what comes naturally. Build a life around it.

How to use this toolkit

Skim once, then choose one practice to try this week. Toolkits are living documents — mark them up, share them with your team, and revisit as your needs evolve.

Overview

A strengths-based view does not deny challenge — it refuses to define a person by it. This workbook helps you surface what comes naturally and design around it.

Why it matters

Strengths-based approaches predict engagement, wellbeing, and resilience across research populations. For neurodivergent adults, naming strengths is often the first step out of a deficit narrative inherited from school or clinic.

Research summary

Positive psychology and strengths-based interventions show meaningful effects on wellbeing and engagement (Seligman et al., 2005; Niemiec, 2018). Strengths-focused career counseling improves job satisfaction.

Practical strategies

Surface strengths

- When does time disappear for you?
- What do people consistently come to you for?
- What do you do well that others find hard?

Test strengths

- Take a free strengths assessment (VIA, CliftonStrengths).
- Ask three trusted people: “what am I good at that I underrate?”

Design around them

- Which strengths could be more central to your week?
- Which roles or environments amplify your strengths?

Ready-to-use scripts & worksheets

Strengths map template

Top three strengths: 1)____ 2)____ 3)____

Where they show up at work: _____

Where they show up at home: _____

One way to use them more this month: _____

Recommended lessons & next steps

- My Story — /my-story
- AI Companion — /companion

Selected references & further reading

- Seligman MEP, Steen TA, Park N, Peterson C. *Positive psychology progress. Am Psychol.* 2005.
- Niemiec RM. *Character Strengths Interventions.* Hogrefe, 2018.

Ask the AI Companion

Visit understandingneurodiversity.org/companion to ask follow-up questions about **Strengths Discovery Workbook**. The Companion will recommend lessons, conditions, and research tailored to your role.