



STRENGTH BALCONIES & BASEMENTS

This exercise is intended to increase self-awareness of your Gallup Clifton Strengths in action in both their best possible outcomes as well as possible pitfalls. It also helps you identify these things in others, with the intention that we can support each other to lean into our strengths.

1. Start by listing your top 5 or 10 (if you've unlocked the Full 34) strengths.
2. For each strength list out several characteristics or traits that describe yourself when you are demonstrating that strength in a positive way (balcony).
3. Then, for each strength list out behaviors that you recognize are examples of strengths gone wrong, or behaviors that have tipped over into the basement. These aren't weaknesses – those are different things. These are strengths that are possibly under stress, raw or immature, or simply too much of a good thing.
4. Invite trusted colleagues and your manager to complete the exercise based on their observations of you.
5. Now compare your list with theirs.
 - a. What commonalities do you see? These elements make up your current “leadership brand”. Is this the brand you expected? Is this the brand you desire?
 - b. Are they seeing the same balcony behaviors? Have they identified any that you were unaware of? Remember, oftentimes because we are so close to our own strengths we might not even realize when they are in action. It is helpful for others to point this out. *Notice what works to get more of what works.*
 - c. Are they seeing any of those basement behaviors? Sometimes we are our harshest critic and others might not perceive things as negatively. Conversely, we might be blind to things that others see. Remember that we tend to judge ourselves based on our intentions, but others judge us based on our behaviors.
6. Reflect on the balcony behaviors. Those are your **super powers** in action. Make sure that you are doing those things for a good portion of your time during the week. We have the most potential for growth in our areas of strength.
7. Consider the basement behaviors. These are good candidates for evaluation. What triggers these behaviors? What are some steps you can take to increase your awareness of these things *before* they happen? If you find a blind spot think about enlisting the help of a trusted colleague to help point out when these things are happening so that you can work to minimize the basements.

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SELF-ASSESSMENT EXAMPLE

STRENGTH	BALCONIES	BASEMENTS
1. ACHIEVER	I have a lot of work stamina. I drive to finish goals. I get a lot of work done.	I have a hard time stopping to celebrate successes. I am frequently impatient with others. I have a hard time relaxing.
2. RESPONSIBILITY	You can count on me to get things done. I often volunteer for projects. I am honest, loyal and trustworthy. I have integrity and would never cheat.	I sometimes micromanage others because I'm ultimately responsible. I have a hard time saying "no" to new requests. Everything is a priority so I can get overwhelmed.
3. LEARNER	I love learning and get excited when new things come up at work. I'm always thinking of training I'd like to take. I'm very curious.	I can get side-tracked or go down rabbit trails that are not a good spend of time.
4. RELATOR	I take my relationships seriously. I like to work with people that I trust and have worked with for a while.	I can appear aloof to people outside of my circle. It might be hard to get to know me. I don't trust others immediately.
5. STRATEGIC	I can see a lot of options that other people might not. I can put together contingency plans.	I sometimes lose people "on the journey" because they can't see what I can. I can be closed to other options.



SELF-ASSESSMENT

STRENGTH	BALCONIES	BASEMENTS
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BALCONIES & BASEMENTS FOR

Complete the Strengths column. Then duplicate this page and provide to trusted colleagues and your manager to get their insight on your strengths.

STRENGTH	BALCONIES	BASEMENTS
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2.		
3.		
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