

# Lead With Your Strengths

*The 5 Steps to Your Strengths and Your Sweet Spot*

Deb Ingino



“When you lead with your strengths you can focus on results and not mechanics.”



## Introduction

I may not know you but there is something I know to be true about you...and me. When we lead with our strengths our ability to lead people and projects expands.

It is simple.

When we learn and lead with our strengths, we do our best work and the work that we do, be it in a job or our own business provides us with the springboard for our best success.

In this mini e-book I will share with you how you can begin the process.

For those who would prefer an expert to lead you through, our [Fast Track](#) page will provide you with several options to fast track the process.

# Your Past Success



Think back to your past and make a list of activities that come to mind where you accomplished something and really enjoyed it. Whether you were the line leader in kindergarten, had your article printed in your college newspaper or led a team of thirty physicians overseas to serve a health crisis in another country, what were the past successes in our life?

Make a list of at least 50 of these past successes.





## Tell The Story

Once you have your list of 50 activities, take 15 of those and write out the story of that event. Include all of the details. How old you were, how you became involved in this activity, what were your contributions to this activity (be very specific), who did you serve and how.

Equally important, describe what felt so satisfying. Was it when someone told you they were proud of you? Was it that your peer saw you in a new light? Was it that you stretched the limit of what you thought was possible? Be as specific as you can because the clues are hidden in the details.

## Keywords

Once you have 15 of your stories written, then go back to read each and circle the action words (created, led, ran, planted, analyzed, spoke, etc).

Then underline the statement of what felt so satisfying.

Once completed, create 2 lists. One with your circled action words and the second with your underlined statement on what felt so satisfying.

Look at the first list, what are the themes that you see? Were you usually speaking or were most of those action words about creating? Find the 1 or 2 similarities you see in most (likely not all) of the words.

Now do the same thing with your list of satisfaction statements. Same exercise, look at what is the 1 or 2 similar themes to those statements.





## Bringing It All Together

Once you have identified your **1 or 2 consistent themes of action** place that word here:

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Next, place a **statement** on what you notice is fairly consistent on when you **feel satisfaction** here:

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# Your Sweet Spot

In tennis the sweet spot on the racquet allows a player to have a ball go further without corresponding effort.

Your sweet spot is found when our strengths intersect with our satisfaction.

When your 1 or 2 words of action bring you the satisfaction statement you wrote in on the previous page.

This sweet spot allows you to do your best work, get greater results and feel satisfaction.







## Make Your List

Looking at the 1 or 2 top actions and what brings you satisfaction, make a list of careers and businesses that need those strengths and will provide you with work that is satisfying.

# Deb Ingino

Deb Ingino is a highly sought-after executive mentor, consultant and speaker worldwide, Deb is well versed in business operations and helps business leaders and their teams to discover and leverage their strengths.

She brings deep experience in leadership development, strategy, building high-performance teams, and global operations to her work.

Deb knows first-hand how strengths and leadership are keys to business effectiveness and growth. Her skills were honed through over two decades as VP of Global Brand Operations for Marchon Eyewear. In that senior corporate leadership capacity, Deb worked throughout the world to create and develop leaders, and to seed and nurture teams that now serve retailers in more than 80 countries, contributing to the growth of the company from \$50M to well over \$500M.

Deb has shepherded the training of thousands and is a founding partner with her mentor leadership expert John C. Maxwell and his global team of 12,000 Coaches, Speakers and Trainers in 120 countries. Deb also serves on his President's Advisory Council.

Deb was named one of the most influential women in business by LIBN in 2008 and 2010 and is a regular guest on radio and podcast shows.

Today Deb mentors teams on how to leverage and lead with their unique strengths providing them with a more fulfilling career and life.



# Fast Track

## Strengths Report



Our Online Strengths Report provides you with more than 20 pages all about YOU!

[Learn More](#)

## Report and Debrief



Our Online Strengths Report and a 1 Hour 1:1 Debrief call to help you maximize your best.

[Learn More](#)

## Mentorship



Our Mentoring Program provides you with group coaching and transformation

[Learn More](#)