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# Your Strengths Blueprint: How To Be Engaged, Energized, And Happy At Work



## Synopsis

Are you ready to make your work just a little bit easier and a lot more enjoyable? Would you like to unleash the potential of the people in your team? Do you want to enhance your business goals of employee engagement, customer satisfaction, and profitability? Then this book is your blueprint to discovering, developing, and delivering on your strengths at work--those things you're good at and actually enjoy doing. With more than a decade of senior leadership experience in organizations around the world, best-selling author Michelle McQuaid and her colleague Erin Lawn share their combined knowledge of applied positive psychology in *Your Strengths Blueprint: How to be Engaged, Energized, and Happy at Work*, to guide readers on how developing strengths can improve your confidence, wellbeing, and performance at work. With one study finding that using your strengths can boost your happiness more than a \$10,000 pay rise, this book will help you to:

- Explore tested tools to help you discover what your strengths are, including a detailed breakdown on how to use the twenty-four character strengths as outlined in the Values in Action (VIA) Survey at work.
- Create a step-by-step, busy-proof plan to put your strengths to work each day no matter what your job description says.
- Embed a strengths-based approach into your organization with templates for recruitment, performance management, and performance reviews.

Now is the time to strive for a strengths-fueled future. Discover how to nurture your strengths and unleash your inner potential to find new and exciting pathways at work.

## Book Information

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## Customer Reviews

"Michelle is a global leader in using the VIA Survey to boost growth and productivity" – Neal Mayerson, Founder VIA Institute. "Michelle McQuaid and Erin Lawn have cracked the code on how to cultivate, use and benefit from knowing and applying your strengths at work. In their exceptionally useful book they provide cutting edge research findings translated into useful playsheets that convert your strengths-development plan into a living reality that fuels your work and your life." – Professor Jane Dutton, University of Michigan "You know what your strengths are, but do you know the secrets to maximize them? Your Strengths Blueprint is your personal, information-packed guide to build a stronger career and a happier life using the strengths that already come naturally to you!" – Valorie Burton, founder of the CaPP Institute and bestselling author of Successful Women Think Differently "Michelle has studied and collaborated with the top people in the world on strengths and is an international leader on this topic." – If you've taken any of the popular surveys for discovering your strengths and wondered what to do next, this book is for you. Michelle offers simple, practical steps drawing on the latest research in neuroscience and positive psychology that will have you using your strengths each day at work in no time. This book is a great opportunity to learn from the best." – Louisa Jewell, President, Canadian Positive Psychology Association A valuable resource for managers and anyone who wants to know how to build their performance and enjoyment through using their strengths. The book covers the science in a comprehensive and easy to read manner. The authors provide concrete evidence-based examples and strategies for how to bring out the best in people at work. I have set this book as a required text for the Masters of Applied Positive degree at the University of Melbourne and I will also be using the strategies in the book in my own professional life." – Professor Lea Waters, Centre for Positive Psychology, University of Melbourne

Michelle McQuaid is a workplace wellbeing teacher, and playful change activator who is passionate about translating cutting-edge research from positive psychology and neuroscience into practical strategies for health, happiness, and business success. Erin Lawn is currently completing her bachelor of arts degree, majoring in psychology at the University of Melbourne. Through her degree, she has undertaken studies in the areas of wellbeing, performance, and positive leadership.

I was just saying to a colleague the other day that there is no equivalent of the StrengthsFinder 2.0 book for the VIA character strengths survey. And now Michelle McQuaid has written that book! She is an international expert on leveraging strengths at work and at home, and the depth of research that went into the book is remarkable. The strategies she suggests are practical and able to be

applied right away. And I appreciated the stories in the book which show that she truly walks the talk. Most helpful is the end of the book where she gives you the strength definition (what it looks like), when you are at your best using it, what you are challenged by if it is a top strength, the shadow side of the strength (typically overuse) and ways to develop each strength. I can see using this section to understand others who have different strengths than you, as well. I will recommend that the companies who hire me to do strengths workshops buy a copy for each of their employees. Well done!

One of the troubles with bringing strengths to organizations is this: After employees identify their strengths through some kind of assessment (be it VIA , StrengthsFinder, Hogan or something else) they are often left wondering, "So now what?" McQuaid has figured out how to take strengths to the next level and actually apply them in the real world. Using her "Cue/Routine/Reward" model it's easy to pick one of your strengths that you would like to leverage given your current role or career aspirations, and apply it in new ways in just 11 minutes a day. I'm on Day 3 of my own and it works! McQuaid, a pioneer in the field of positive psychology and an executive coach for more than a decade, brings a fresh approach to applying your strengths. **YOUR STRENGTHS BLUEPRINT** will be a primer in organizations for years to come. Margaret H. Greenberg is the co-author of the best seller *Profit from the Positive: Proven Leadership Strategies to Boost Productivity and Transform Your Business*, with a foreword by Tom Rath

She's an interesting author, heralding from a brand marketing background and now employing her recent studies in positive psychology to explore and change the ways we approach HR issues in the workplace. This handbook is especially insightful in that it picks up where most online surveys dump us - after we haphazardly generate a list of our strengths. This book makes sure we identified our strengths correctly and then provides methods for exploiting these strengths to make tasks at work more enjoyable (gasp!). I think any book that gets us to identify our strengths and weaknesses has value. This one just happens to go a step further of providing readers with the blueprint - the strategies - to make their talents pay off. It's a fun read, self-effacing, charming and in the end, practical. For those of us who feel we could be doing more at work with less headaches - or even for the practitioner tasked with motivational HR strategies - this book is worth a look-see.

If you would like to learn how to practically apply your strengths at work this is the book for you! Michelle is a highly regarded Positive Business Expert who is a vibrant and fresh writer. Michelle

draws on a wealth of research in positive psychology and neuroscience to deliver a book that easy to digest and will see you using your strengths at work in no time!

Michelle's explanations and methodology around strengths is brilliant and has assisted me with making many decisions based on what I do best and not getting distracted by opportunities that perhaps would not serve me well. She is a true inspiration. Shannah Kennedy Life Strategist

I've taken so many of those tests on strengths, what's great about me, leadership qualities, what's your purpose etc, but this is a really tangible, practical guide to finding out what my strengths REALLY are but more importantly, how I can BUILD and USE them in every day life. I feel super pumped about my where I'm heading as I'm building my own business and how I can tackle what I want to achieve based on my own strengths. I'm sure this will definitely become a great resource for our staff's personal and professional development in the office. Highly recommend.

If you've taken Michelle's advice previously you will know it works! If like me, you have taken any of the popular surveys for discovering your strengths and wondered what to do next, this book is for you. In simple, practical steps drawing on the latest research in neuroscience and positive psychology it will have you using your strengths each day at work in no time. Who doesn't want to be happier, more successful and fulfilled at work??!! Next step for me is sharing this my husband.

If you want to know how to excel at work, at home and in life, then you need to know what Michelle is teaching. There are other books on strengths out there, but none of them give you the blueprint for how to actually use them in real life, in real and tangible ways, to get real outcomes that matter. This is the only book on strengths you will ever need. Just buy it, read it and reap the rewards.

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