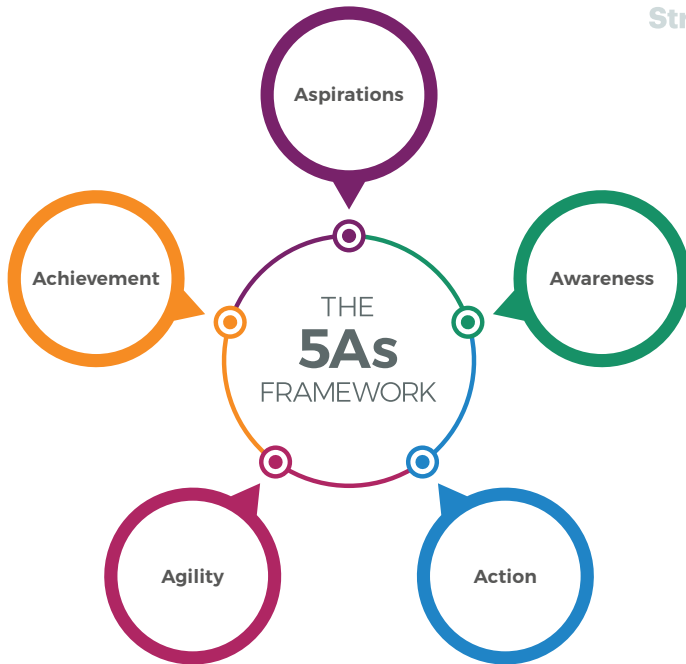


The logo for Strengthscope, featuring the word "Strengthscope" in a bold, white, sans-serif font. A registered trademark symbol (®) is located at the top right of the word. To the right of the text is a white circular graphic element consisting of two concentric arcs, resembling a partial circle or a stylized 'C'.

THE
5As
FRAMEWORK



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Aspirations



Aspirations

Clarifying goals and what good looks like.

- ⦿ What would success look like?
- ⦿ What would you like to achieve?
- ⦿ What is your current situation?
- ⦿ What will it look like when you have achieved your goal?

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Awareness



Awareness

Exploring strengths.

- ① What were your initial reflections on seeing your Significant 7?
- ① How well do they fit with how you see yourself?
- ① What strengths will best help you achieve your goal?
- ① What are your most energising strengths?

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Action



Action

Taking action to optimise your strengths and performance, as well as reducing performance risks.

- ⦿ How can your strengths support you to achieve your goal?
- ⦿ What risks might get in the way of you achieving your goal?
- ⦿ What has worked well for you in the past that you can build on?
- ⦿ What skills and knowledge will you need to develop in order to achieve your goal?

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Agility



Agility

Learning how to be flexible, and learning from past situations or others.

- Who in your network could support you?
- If you were 10 x braver/had no constraints/had a magic wand, what would you do?
- How can you use your strengths or the strengths of others to overcome/tackle the risks?
- What opportunities exist within or outside your work to help you achieve your goal?

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Achievement



Achievement

Committing to action.

- ⦿ What action can you take to move you closer to your goal?
- ⦿ What or who do you need to ensure you commit?
- ⦿ What support will you need to ensure this action is taken?
- ⦿ How will you know that you were successful?
What is it going to look like?