

PRACTICAL STRENGTHS

WORKBOOK: PARENTING

Questions to ponder and sharpen your talent



discover.
JO SELF

Thank you!

If you're finding this workbook then it means you have purchased, some form of the book, *Practical Strengths: Parenting*, and for that I thank you.

I invite you to use this workbook for yourself, but to also share with those who you think might benefit from it.

It has been created to fill out in its digital format, but I encourage you to print out the sheet – or use the questions in your own journal – and write out your answers. I believe strongly in the power of writing by hand to make deeper and more emotional connections to our words.

Should you have any questions related to this work, please feel free to send me an email and I will do my best to respond in a timely fashion!

My best to you!

Here's to happier parenting!



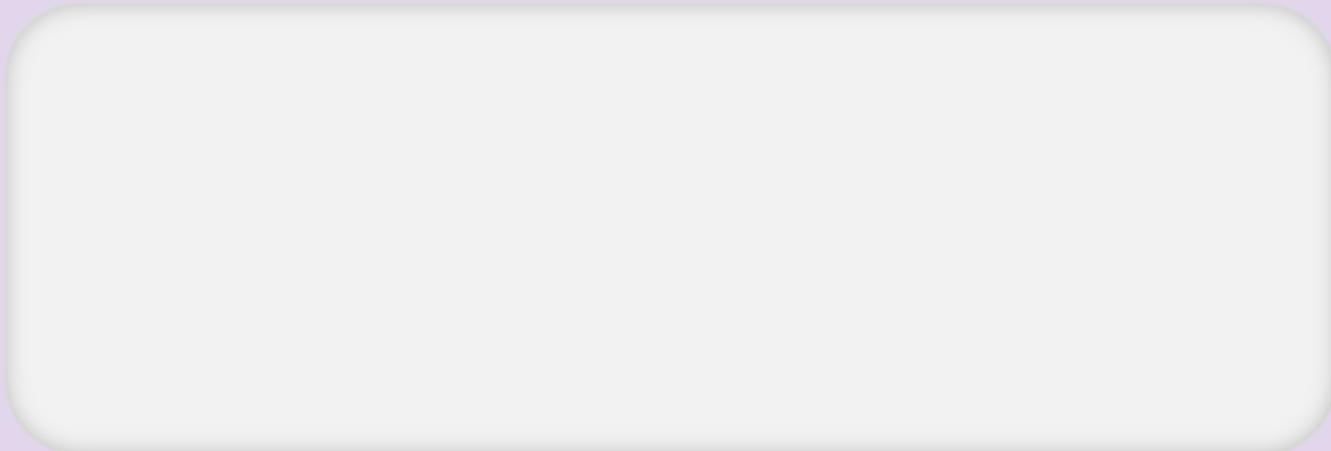
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The Four Domains of CliftonStrengths®

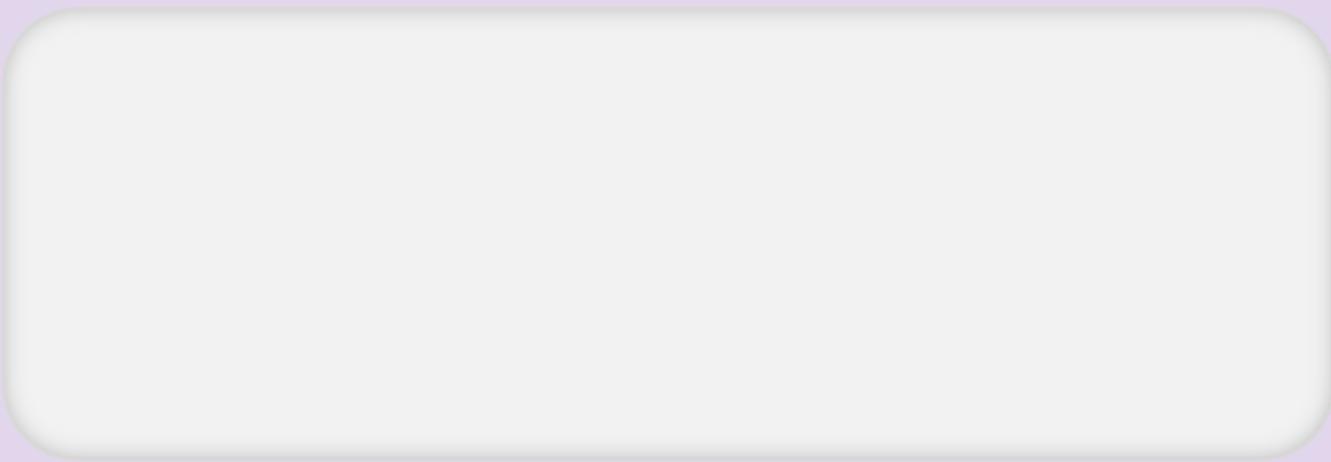
EXECUTING	INFLUENCING	RELATIONSHIP	STRATEGIC THINKING
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Connectedness	Context
Belief	Communication	Developer	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

You work hard and you set a great example for your kids that having goals gets things done. You also demonstrate balance and that goals aren't only work related, but include self-care, family and fun, too.

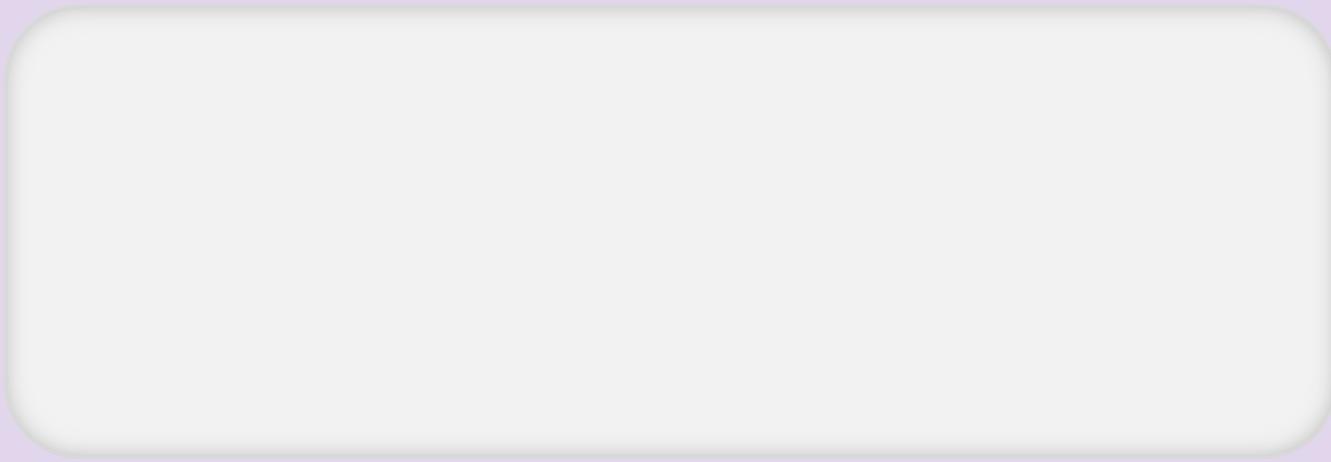
What are the common goals you share as a family?



How do you recognize your children's accomplishments?



How do you define achievement? How do your children define it?



ACTIVATOR[®]

You are the cheerleader for your child if they fail to act on their own. Hands on learning is where you excel and may also help your child discover what they enjoy and where they excel, too.

Where could your child use help getting started?

What can you and your child do together to learn something new?

How do I encourage my children to explore new ideas?

ADAPTABILITY®

More than most, you roll with the constant variables present in family life. You are able to embrace all moments with calm and provide stability and reassurance when unexpected turns throw your children for a loop.

In which ways do you adapt to your children's needs?

How do you help your children handle sudden changes?

When do you stick to your own plans versus going with the flow of others?

ANALYTICAL[®]

You help your child handle challenging situations by breaking it down into simpler, bite-size bits. Your cool head is helpful in emotional situations, while recognizing that emotions are necessary and healthy as well.

What process do you use to help your children tackle big problems?

How do you guide your children to discover their own proof?

In what ways do you express emotion?

Parenting is not a linear activity and requires a lot of juggling – which makes you an expert. You love teamwork and your ability to organize means each family member understands their unique roles in the home.

How do you prioritize your family among your many projects?

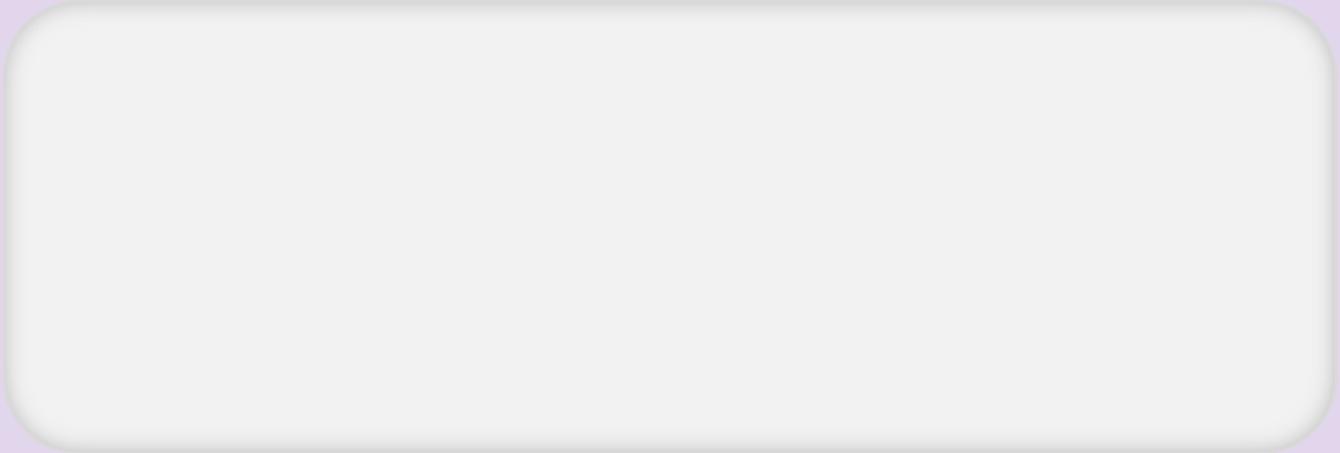
Which activities do you let your family run or control?

How do you organize household chores and responsibilities? Do you choose or is it a family decision?

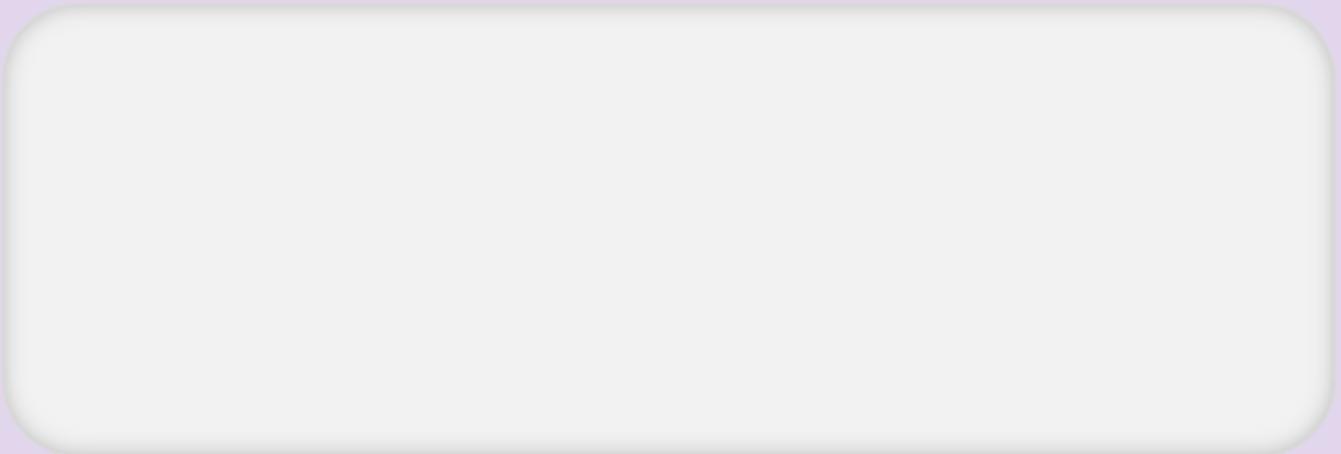


You are a parent who walks the talk. Your child has no doubts about what is important to you. You help your child to identify what is important to them; and while belief comes from core values, it is respectful of others and their views

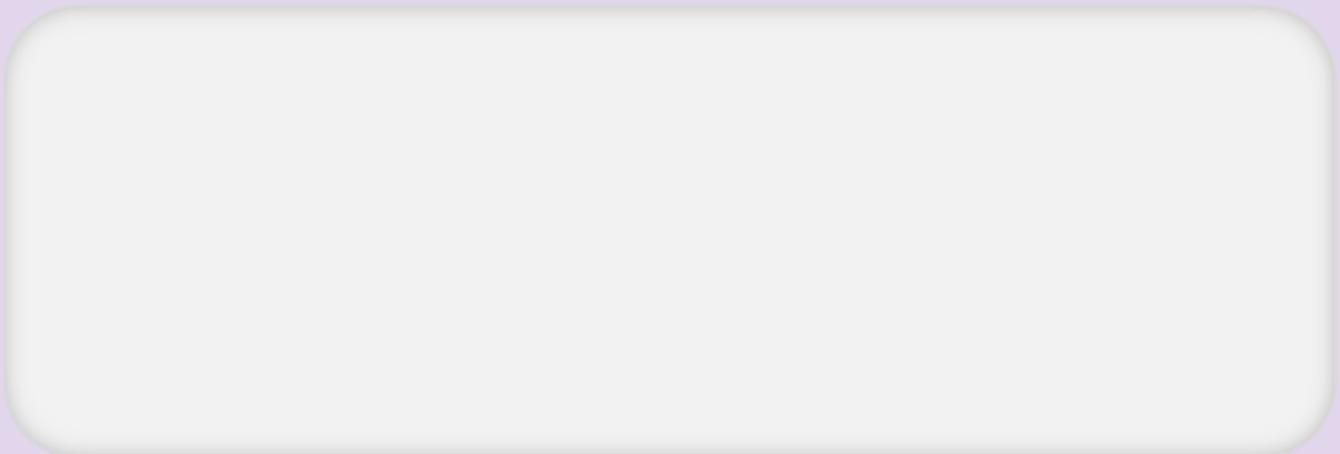
How do you express or celebrate your family's passion or values?



How do you handle a difference in values or passions among family members?



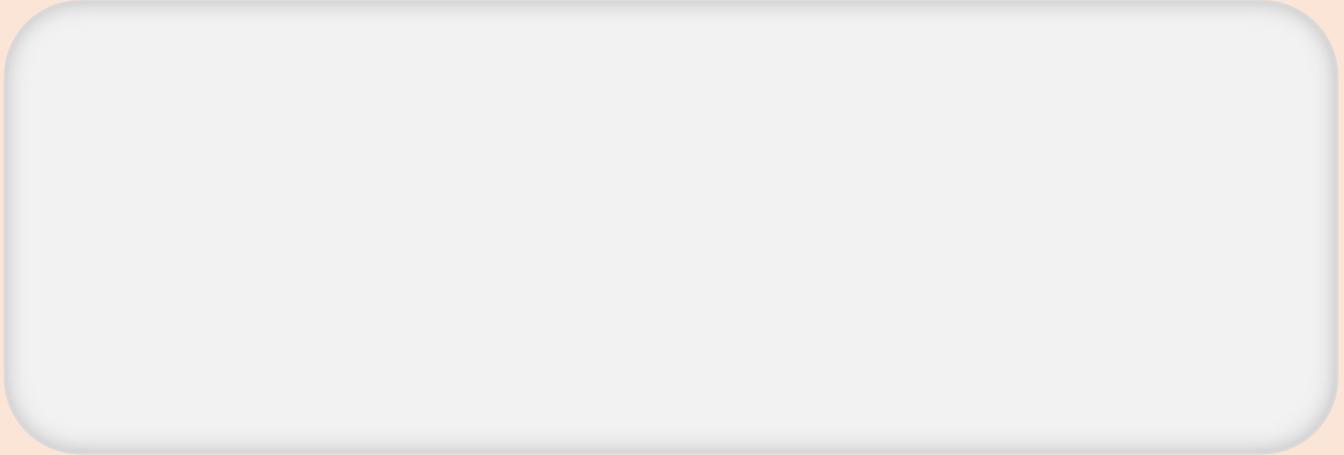
How do you allow your child to explore other belief systems and practices?



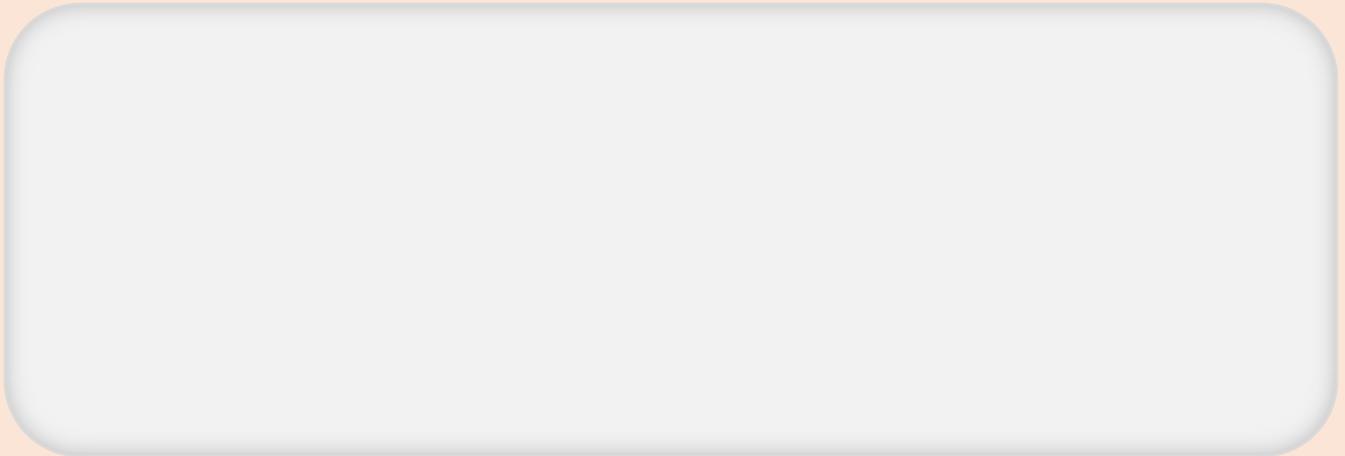
COMMAND[®]

You are a model of leadership especially in tough situations which require strength and calm. You show your child that being in charge is about confidence in one's self while respecting others.

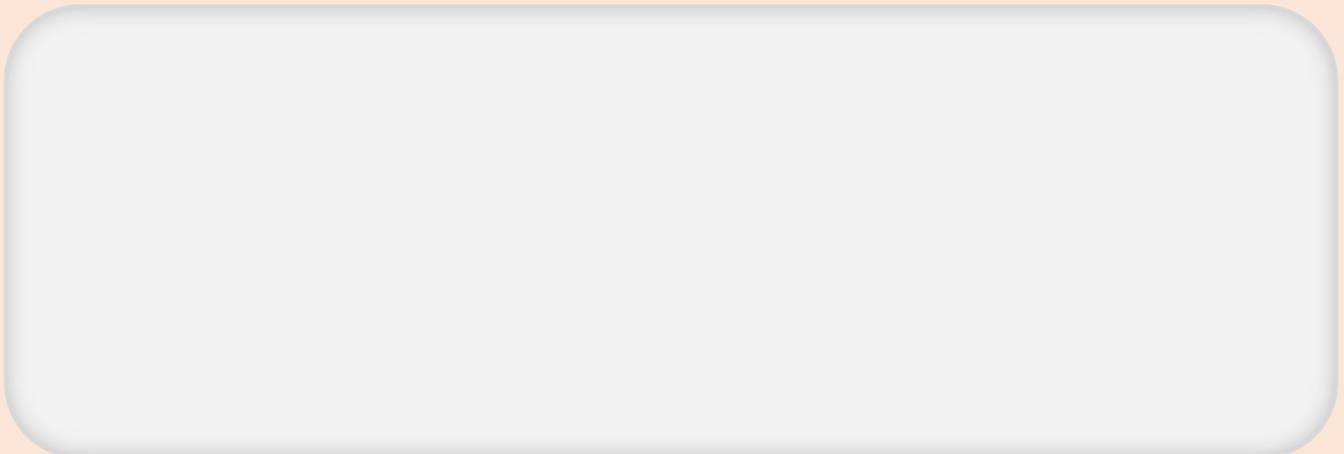
What words can you preface your thoughts and opinions with to soften them?



How do you give your child enough space to think and act on their own?



How are you modeling leadership for your family?



COMMUNICATION[®]

Words matter and you, more than most, understand this. When talking to your child, use your words in a positive and encouraging manner. You can teach them the power of effective communication early on.

What stories do you use to illustrate lessons for your children?

How do you adapt to your family's style of communication?

How do you encourage open and honest communication from your child?

COMPETITION[®]

You love to measure yourself against others to consistently improve. You model this for your child in a healthy way, showing them that we are all excellent at something. You also guide them to be both good winners and gracious losers.

How do you celebrate the wins in your family?

How do you help your children measure their own success?

How do you recognize each child's individual success or growth?

CONNECTEDNESS[®]

Your open mindset demonstrates to your child that we are all connected and affect each other in ways we may not even realize. They experience solidarity through you and have an appreciation for ‘the big picture’.

What larger purpose do you and your family support?

How do you discuss the differences we see in the world with your family?

How do you help your children see the bigger picture?



Your family always knows what to expect because you set clear ground rules that are fair to everyone. Your children know what to expect of you in return thereby creating a trusting bond.

How have you involved the whole family to establish “house rules”?

What considerations helped you to set clear and just expectations for your children - according to their ages?

How do you balance your expectations with each child’s individual needs?



It comes naturally to you to record important memories for your child and maintain family traditions that will stick with them for years to come. You also share lessons you've learned and funny stories from your childhood, bonding with your child in a special way.

How are you sharing your memories in a positive, constructive way?

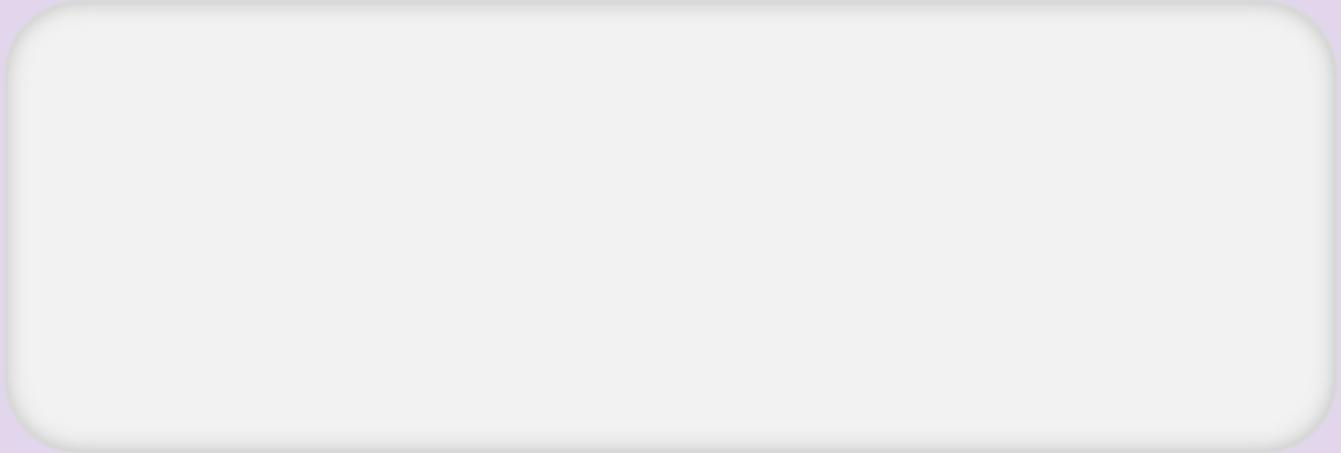
How do you shine a positive light on the past to move toward the future?

What activities do you do with your children to preserve/document their family memories?

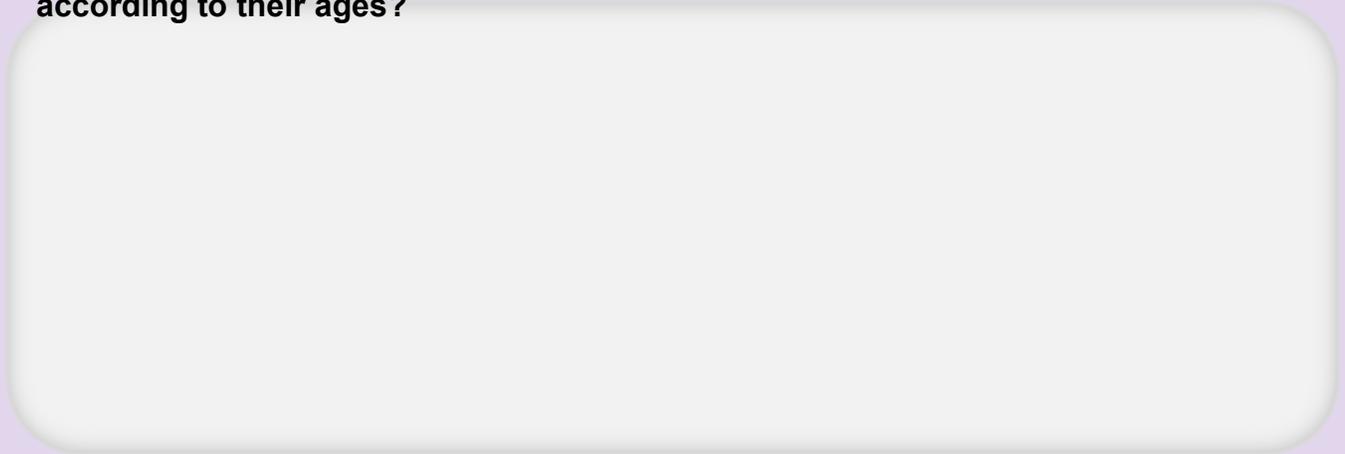
DELIBERATIVE®

Your ability to see obstacles, paired with your cautious approach, teaches your child to evaluate risks thoroughly. Your thoughtful actions translate into a caring and loving sense of protection for them.

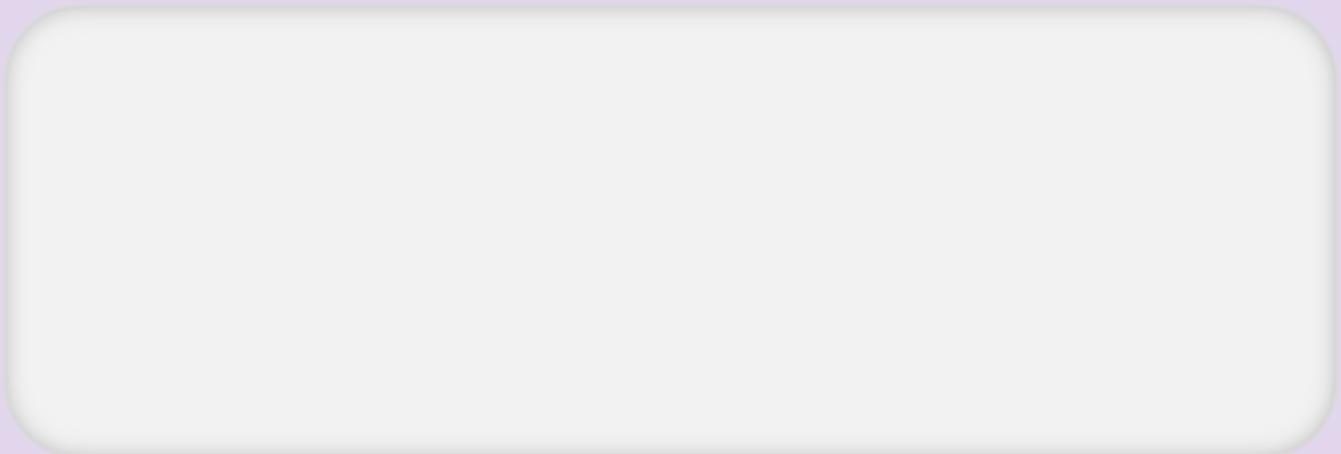
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DEVELOPER[®]

You are a natural encourager. You easily recognize your child's special abilities and help them grow at a pace that serves them best. You appreciate each unique stage of childhood enjoying fully what each has to offer.

How do you celebrate each stage of development with your child?

How do you recognize when your child is ready to move up to the next level of their potential?

How can you give your child space if they aren't ready for the next level or stage?



The structure and routine you provide for your child reduces anxiety and stress. This is especially relevant relating to new experiences. You also recognize that your child may have their own systems. You help them refine, discovering what works best for them.

How can you help your child develop their own routines?

How can you adapt your own routines to your child's needs?

What can you do to ensure you focus on the big picture over the minute details?

EMPATHY[®]

Your child always feels your understanding and warmth, knowing they are loved because you express your emotions and share them in a healthy way. You also help them to express themselves when they are feeling unsure or insecure.

How do you model healthy expression of emotion for your child?

How do you keep from being too permissive with your child to save their feelings?

What are your boundaries and how do you communicate them?

FOCUS[®]

With so many activities vying for your child's attention, you teach them how to prioritize and focus on what's most important. Keep in mind, what is important for your child may differ from you.

How do you balance your own priorities with those of your family?

How do you prioritize the emotional connection between you and your children?

When are you "in the zone"? When are your children in theirs?

FUTURIST[®]

As tomorrow seems so far away for most children, your talent for envisioning the future helps them see what is possible before they can. Remember to celebrate the present, and not skip too far forward, missing the sweet moments here and now.

How do you talk about the future with your children? Is it positive? Daydreams? With expectations?

How do you keep your own visions of the future in check in order to listen to what your child is imagining?

How do you celebrate the day-to-day moments?

HARMONY[®]

Your focus on a win-win outcome for all teaches your child great negotiating skills. It also helps them find solutions to conflicts with friends and classmates. You bring family together through consensus.

How do you bring your family together when there is conflict?

If you notice you are avoiding conflict, how can you lean into the discomfort and find consensus?

Around which values or activities does your family unite?



Boredom won't last long in your house with your endless ways of creating fun and learning for your children – from what they play to what they eat. They love that they can bounce ideas off you and their imagination is valued.

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INCLUDER[®]

You create a strong family unit where everyone is valued and feels like they belong. You are most likely to be the house where friends gather because of your welcoming nature.

How do you get your child's input before inviting other kids over to your home?

How do you model inclusion and diversity for your child?

What games or systems do you have in place to include your family in making decisions?

INDIVIDUALIZATION[®]

You ensure that everyone is appreciated and celebrated for their special talents, personality and abilities. You help each child reach greatness through what they do best.

How do you show your child(ren) that they are special?

What are the boundaries or house rules that everyone must follow - no exceptions?

How do you bring your family together when each person has an idea for what they want to do, to eat, to watch on TV, etc?



Your ability to collect useful information, resources and people serves your child well. Share what you are learning with them and find ways to aim this knowledge together.

In what ways do you encourage your child to research or discover on their own?

What is your management system for information or things?

How do you share what you know with your children?



You need time to reflect; ensure your children know this is OK by being fully present with them when you are mentally charged. It also teaches them to respect boundaries and individual needs.

How do you find space for yourself to think and reflect?

How do you include your children in the “big” conversations and philosophical questions?

How do you balance being intellectual with being emotional?



You share your joy of learning with your child. Explore new worlds together through classes, books and experiences which you can reflect on together. When you discover a child's passion, foster it by exploring further.

How do you engage your child's curiosity?

When your child asks a question, how do you decide between telling them what you know or going on a journey of discovery with them?

In what ways can you actively learn with your child?

You easily recognize the true potential of each family member and support them to be their best. Remember to allow them to develop at their pace. While you can see their potential, they may need time and reassurance to see it themselves.

How do you convey your excitement about your child's potential, yet let them set their own pace for personal success?

How comfortable are you letting your child make their own mistakes?

In which activities can you let your child take the lead, even if it takes more time or is less effective?

POSITIVITY®

You easily put a smile on your child's face, especially when their day has been challenging. You help them see the silver lining in tough situations, compliment them on what they are doing well and bring them hope for a better tomorrow.

How do you let your child experience negative feelings or beliefs?

How do you gauge those moments between offering encouragement and supportive silence?

How do you encourage and cheer your family toward success?

RELATOR®

You carve out plenty of one-on-one time with your child, creating special moments where you can bond and deepen the relationship. Dinners, playdates, outings or even just connecting before bed each night strengthens your bond.

How do you balance one-on-one time with each of your family members?

If a child breaks your trust, how do you help them earn it back?

How do you approach honesty with your children?



You are a great example for your children of what it means to keep your word. Your word is your bond and when you promise to do something, you deliver. Reinforce that it's ok to set boundaries and that no is an acceptable answer; you don't have to do it all.

How do you delegate different tasks among family members?

How do you clearly define your boundaries, so you know when to say 'yes' and when to say 'no'?

When and how do you give your children the space to accomplish something on their own?



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How do you let your child know that you are there to listen and not to always solve the problem?

What are your systems or processes to help family members solve problems together?

How are you balancing careful critique with positive reinforcement?

SELF ASSURANCE®

The confidence you have in yourself translates to having confidence in your children. This helps them see themselves as valued and loved. You demonstrate that trusting in your own abilities includes listening to the opinions and thoughts of others.

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SIGNIFICANCE[®]

Not only do you want to be a great parent, you also want to leave a positive legacy for your children. This motivates you to be there when they need you and guide them on how they, too, can make a difference.

How do you share the stage with your children?

How often do you have a family conversation around a family purpose or mission?

How do you celebrate both the small moments and the big ones?

STRATEGIC®

When your child is struggling with decisions, your ability to see patterns and options provides the information they need to make a wise choice. You are a great sounding board for them to think out loud as well.

How do you help your children sort through their options?

What decision making process do you use with your children?

When things don't go according to plan, how do you and your family adjust?



You are a master of organizing playdates and opportunities for your child to connect with others. You set a great example on what social graces can do for a person and the doors it can open.

If your child is shy or introverted, how do you help them integrate socially?

How do you balance the attention you give your child with the attention you give others?

How do you help your child make new friends or find comfort in new situations?