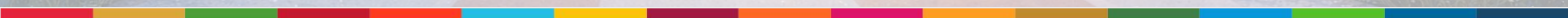




Using your Strengths

To Boost your Career



Today's facilitators



Katarina Posa

Head of Career Development and
Transition, IOM



Jesús Guerrero

Chief, Management and
Communications Unit, UNOG



Mirka Packard

Acting Senior HR Officer,
IMO

Zoom and Q&A Support Team



Erin Bowser

HR Officer (Career
Development and
Transition), IOM



Alexandra Taylor

HR Coordination
Partner,
IMO



Mira Perrier

Senior Programme
Manager, UNOG



**Ana-Maria
Simerea**

HR Associate
(Workplace Culture),
IOM



**Florette
Niyongere**

HR Officer (Career
Development and
Transition), IOM



Valentina Cocco

Human Resources
Officer and Team
Lead, UNOG

House Keeping Rules

You are muted by default. The chat function is disabled.

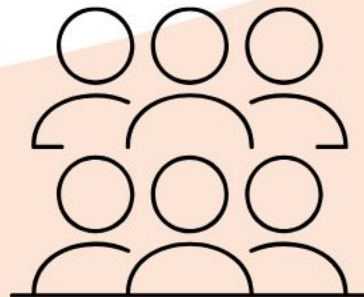
If you have any questions, please submit them through **Zoom Q&A button**.

The session will be **recorded**. The recording and presentation will be available on: [Inter-Agency Career Week 2026 webpage](#)



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for you understanding.





Reflection

**What would change in
your career if you
focused more on what
you do best?**

Agenda

01

Understand what Strengths really are

Go beyond skills - understand what a true strength is and why it matters for your career

03

Apply your Strengths right now

Spot where your strengths show up - and where you could use them more intentionally

02

Explore your Strengths

Identify what you do well and what energises you through a simple, practical activity

04

Define your next steps

Turn your strengths into concrete actions for growth, career conversations, and impact



**What is a Strength?
Tell us...**



Would you like to ...

- Understand and explore your **real strengths?**
- Learn **how to use** your strengths **more intentionally?**
- And perhaps get a bit more **spark** into your career?

Let us take you on a mini **‘strengths
adventure’**





You will need a piece of paper and a pen & then just...

- Think deeply about these questions
- Build on your initial instincts... What else?
- Be honest, nobody is checking
- Don't be modest - get in touch with your strengths!
- If a question is hard to answer - notice it
- AND don't answer your emails on the side... this time is for YOU...

What are you good at?

Which skills colleagues notice in you?

What do people come to you for?

**Which tasks make work feel
energising and engaging?**

Which activities make time pass quickly?

What kinds of challenges are you naturally drawn to? And what is it about them?

**What type of tasks drain you,
even if you are good at them?**



How was that?
Share an emoji

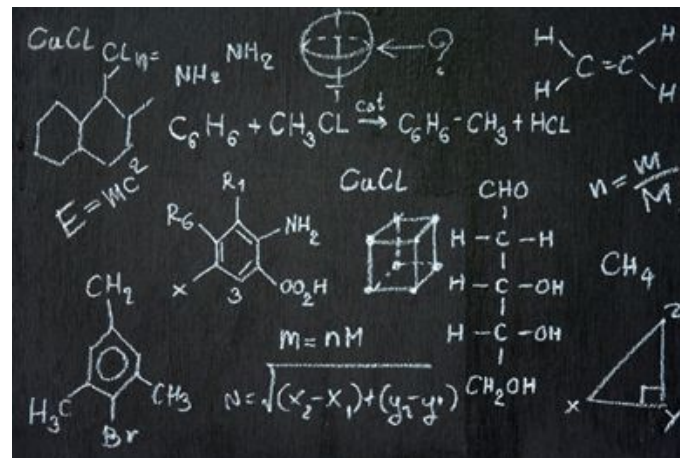


So...
**What is a Strength -
Really?**

Did you know... that **not everything you do well is a strength?**

How can we tell the difference?

With the Strengths Formula!





A strength is not just something you are good at. It is something that **energises you** while you do it. You **perform** well **and** you **feel alive** doing it.

Energy

It feels effortless and engaging - you would do it even if no one asked.

Performance

You consistently deliver results when using this strength.

Use

You actively draw on it - it shows up naturally in your daily work.

The Strengths Formula

How energised are you by
using these strengths?

ENERGY

How well you perform when
using these strengths?

PERFORMANCE



How often you use these
strengths?

USE

Strengths Profile

USE WISELY

Realised Strengths

Strengths you use and enjoy

USE MORE

Unrealised Strengths

Strengths you don't use as often

USE WHEN NEEDED

Learned Behaviours

Things you do well but may not enjoy

USE LESS

Weaknesses

Things you find hard and don't enjoy

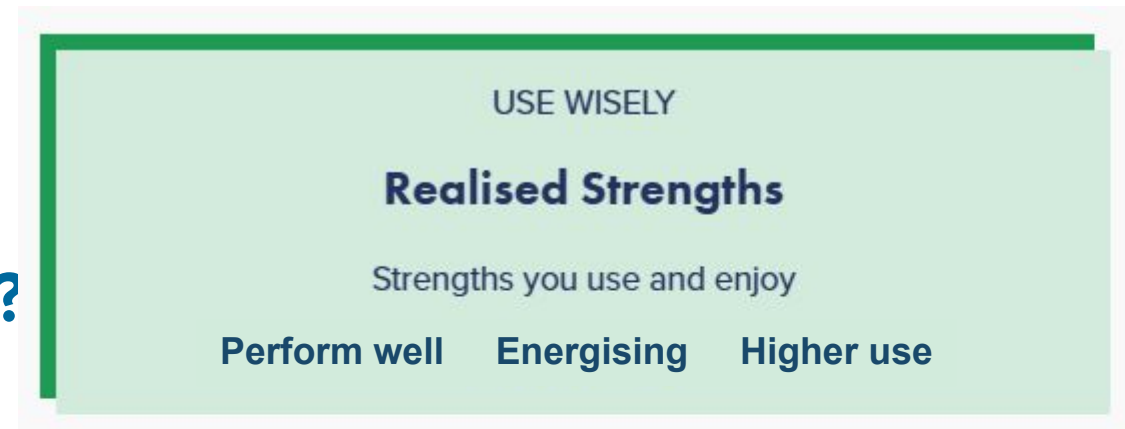
Realised Strengths

You are good at it, use and you enjoy it = This is your ‘sweet spot’

- Things you do well and look forward to doing
- They feel natural and energising & you would happily do more

Which are you most known for?

Which do you **want to be known for?**



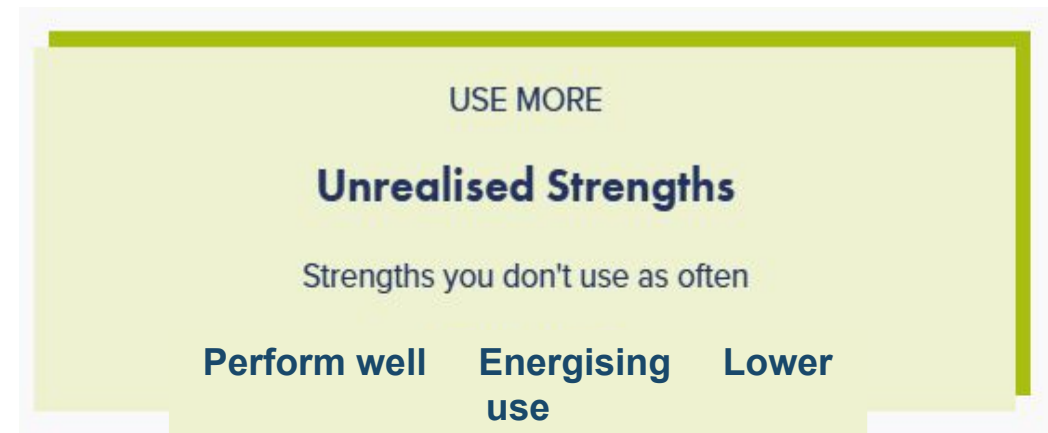
Unrealised Strengths

You are good at it, enjoy it, but don't use it much = Untapped potential

- Things you may have done in the past and miss in your current role

Which strengths do you enjoy but do not use enough?

Where could you start using them more?



Learned Behaviours

You are good at it, but it drains you = Useful but overuse can lead to burnout

- Skills you have developed because you had to. Can perform well but takes effort.
- You can handle them when you balance them with activities that energise you

What are you known for that secretly exhausts you?

What learned behaviour is the most draining?



Weaknesses

You are not good at it and don't enjoy it = Avoid, delegate or collaborate

May be slightly interested... but feel intimidated to explore?

**What weakness may be helpful
to invest in to widen your
career options?**



Go back to your answers and see

What things are you good at, enjoy and are currently using?

What things are you good at, enjoy but are NOT currently using?

What things are you good at and using but they drain you?

What things you don't enjoy and are not good at?



**SILENT
COACHING**

Activating an Unrealised Strength

1. Which strength energises you but you are not using enough - and would like to use more?

2. If you were using this strength more consistently, what would be different in your work?

3. Where in your current role could this strength add the most value?

4. Where is this strength already showing up - even in small ways?

5. When have you used this strength successfully before?

6. What did you do in that situation that made it work well?

7. Where specifically could you use this strength in the coming days?

8. What would using this strength look like in that situation?

9. What is the smallest step you could take to begin?

10. What might get in the way of using this strength?

11. Who could support or enable you to use this strength more - and how?

12. How will you know that you are making progress?

13. How would other people notice that you are making progress?

14. On a scale of 1-10, how much are you currently using this strength?

15. What would move you one point higher?

16. What is one specific action you could take?

17. What other things could you do to enable you to use this strength?

18. What is one action you will take to activate this strength?

19. When exactly will you take it?

20. On a scale 1-10, how committed are you to taking this action?

**21. What would increase your
commitment by one point?**

22. What is your first action?

23. When will you take it?

24. When exactly will you take it?

Career Reflection

Reflect on how your strengths connect to your career

- How would you use your **two realised strengths more intentionally** in your current role?
- How might you **activate your unrealised strength** in the coming months?

Define **one specific action you will take**

2 minutes





Bringing It All Together

Bringing It All Together



Realised Strengths

High energy + high performance. These are your superpowers - **use them more.**



Unrealised Strengths

High energy, lower use. Hidden gems - **find ways to apply them.**



Learned Behaviors

You perform well but it drains you. **Use strategically** - don't over-rely.



Weaknesses

Low energy and low performance. The goal: **manage, minimise, or delegate.**

Focus most of your energy on **Realised and Unrealised Strengths** – that is where your growth potential lives.

Bringing It All Together



Realised Strengths

High energy + high performance. These are your superpowers - **use them more.**



Unrealised Strengths

High energy, lower use. Hidden gems - **find ways to apply them.**



Learned Behaviors

You perform well but it drains you. **Use strategically** - don't over-rely.



Weaknesses

Low energy and low performance. The goal: **manage, minimise, or delegate.**

Focus most of your energy on **Realised** and **Unrealised Strengths** - that is where your growth potential lives.

What about Weaknesses?

- Weaknesses should not be ignored
- *“Weakness is anything that gets in the way of your success.”*
- Weaknesses can block the effective use of strengths
- Unchecked weaknesses can derail careers

Proactive management - Identify, understand and address weaknesses while leveraging strengths for growth

The goal is not to fix everything – but to manage wisely

TIPS

What is Next?

Where do you see Strengths show up?



Try this right now

Think about the last two weeks at work. Pick one moment where you felt **genuinely engaged and effective**.

- What were you doing?
- Which strength was at play?
- How could you create more of those moments?



The more you notice Strengths in action, the more intentionally you can apply them.

Use these as starting points to connect your Strengths to your real, day-to-day experience.

Spot Opportunities

Most people use their top strengths only **a fraction of the time**. Small shifts in how you approach your work can dramatically increase your energy and impact.

Job craft your role

Reshape tasks and projects to lean into your top strengths - even within a fixed job description.

Volunteer strategically

Look for stretch assignments, cross-functional projects, or mentoring opportunities that align with your profile.

Partner with others

Team up with colleagues whose strengths complement yours - cover each other's gaps and multiply your impact.



Career Conversations

In a development conversation

Share your Strengths with your manager as a springboard for discussing role fit, growth areas, and new opportunities. Frame it as: *"Here is where I add the most value - how can I do more of this?"*

When considering a career move

Evaluate roles and teams through a Strengths lens. Ask: *"Will this role let me use my realised strengths regularly?"*
A poor strengths fit leads to burnout - even in a promotion.

Be specific

Name the strength and give a concrete example of it in action.

Be curious

Ask your manager which of your strengths they value most - it may surprise you.

Be proactive

Don't wait for a review. Bring this to your next 1:1.

Build your Strengths Plan



A Strengths Plan does not need to be complex. Even **one clear action per strength** - practiced consistently - creates meaningful momentum over time.



Pro tip: Schedule a 15-minute weekly check-in with yourself. Ask: *"Did I use my strengths intentionally this week? What is one opportunity I have next week?"*



Your Strengths Are Already There Start Using Them

You do not need to become someone different to advance your career. You need to become **more intentionally yourself**.

Identify

Take the free Strengths Profile assessment today.

Spot

Notice where your Strengths show up - and where they are missing.

Act

Take one concrete step this week to use a strength more.

The most energised, effective professionals are not the ones with the most skills - they are the ones who know **what they do best** and do it on purpose.



RESOURCES

Additional Resources



Strengths Profile (Free Starter Profile)

Strengths Profile (Free Starter Profile)

You can discover your top 3 realised strengths, 3 unrealised strengths, 2 learned behaviours and 1 weakness in our Free Starter Profile. Use it to start your strengths journey, gain self-awareness of what you love to do and support any career transition. You can take the free assessment [here](#).

Suggestion:

Take the Strengths Profile and check the results with your self-reflection

Online Assessments - Career

Career Explorer by Sokanu

Career Explorer by Sokanu is a free career advice resource. It asks you two hours worth of questions and suggests the right job for you based on your answers. You can use it for free [here](#).

IIP RIASEC Markers

The Holland Codes (the acronym RIASEC refers to the six Holland Codes) is a typology of occupations that groups jobs into six categories and describes the different personality characteristics of people who are inclined towards each category. Since its developed by John L. Holland in the 1950s the theory has become dominant one in the field of career counselling. The RIASEC Markers from the public domain Interest Item Pool were developed by James Rounds and colleagues in 2008 for use in psychological research. You can take the free assessment [here](#).

Online Assessments - Personality

Rosenberg Self Esteem Scale

Developed in the 1960s by Morris Rosenberg for a study of adolescent self image the RSES has become the most widely used general purpose measure of self esteem in psychological research. You can take the assessment [here](#).

Fisher Temperament Inventory

The FTI is general measure of personality that traces human behavior back to the function of the neurotransmitters in the brain. It categorises people into one of four temperaments, each of which is associated with specific neuro-chemicals. You can take the free assessment [here](#).

OSPP Enneagram of Personality Scales

The Enneagram of Personality is a system of nine personality types organized by a geometric diagram. It has been promoted as a spiritual and self-help tool by many authors and there exist several different popular tests of Enneagram type. The OEPS was developed by this website and reflects the average idea of what each type is in the population of on-line Enneagram enthusiasts. You can take the free assessment [here](#).

**What would change in my
career if I focused more on
what energizes me?**

	Monday, 04 May	Tuesday, 05 May	Wednesday, 06 May	Thursday, 07 May	Friday, 08 May
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - From the UN to the Private Sector: Skills that enable Career Transition	Pres (E) - Thriving in Uncertainty	Pres (E) - Beyond the algorithm: Preparing your career for Life 3.0	Pres (E) - Habits under Pressure: working more intentionally	Pres (E) Behavioural Science for Career Development: Evidence-Based Steps for Action
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	PD (E) - Inside the Recruiter's Mind: How Hiring Really Works in the UN and Beyond	PD (E) - Private Sector Unlocked: How to Enter, Adapt, and Succeed	Pres (E) - Upskilling for the Future: How to Stay Marketable Inside and Beyond the UN	Pres (E) - Becoming a UN Volunteer; What is in it for you? The Hidden Benefits of Volunteering.	PD (E) - Beyond the UN Blue: Navigating Your Career Transition to Other IGOs
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	PD (E) - Talent on the Move: Growing your career through mobility	Pres (F) - Recherche d'emploi optimisée par l'IA : éthique, sécurisée et tournée vers l'avenir	Clinic (E) - AI for Your Career: Practical Tools and Prompts for Career Management	Pres (E) - Leading from Within: Self-Awareness, Authenticity, and Inner Resilience	Pres (F) - Maîtriser les entretiens d'embauche: Transformer son expérience en levier de réussite
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Mapping Your Motivators for Career Choices	Pres (E) - Mapping Professional Achievements to Job Application and Interview	Pres (E) - Breaking Down Job Descriptions	Pres (E) - What remains when everything changes: Insights from Third Culture and Global Nomad Research	Clinic (E) - The skills shift: What skills-based hiring and AI agents might mean for a UN career
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Pres (E) - Your Career, Your Conversation	Pres (E) - Strengthening Your Adaptability Muscles - AQ: The Adaptability Quotient	Pres (E) - Managing Your Saboteurs: Removing Barriers to Your Career Growth	Pres (E) - Use Your Strengths to Boost Your Career	Pres (E) - Activating Inner Resources in Uncertain Times
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	Pres (E) - From Sat Nav to Compass: Navigating Your Career in a Changing UN System	Pres (S) - Construye tu Asistente de Carrera con IA	Pres (E) - Building a winning profile from application to interview	Pres (E) - Mentoring 2.0: From Top-Down to All-Around
13:00-14:00 (New York) 19:00-20:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 ¹ (Bangkok)	Pres (F) - Opportunités de carrière aux Nations Unies pour les jeunes professionnels et conseils pour réussir sa candidature	PD (E) - Thriving Globally - The human side of relocation	Pres (E) - Career Development: How you can turn a Psychosocial Hazard into a Thriving Strategy	Pres (E) - Youth Engagement: Put in Practice! (Young Talents in the UN System)	Pres (E) - Working for Justice
14:30-15:30 (New York) 20:30-21:30 (Europe) 21:30-22:30 (Nairobi) 01:30 ¹ -02:30 ¹ (Bangkok)	Pres (E) - Mastering Job Interviews: Turning Your Experience into Impact	Pres (S) - Cómo dominar las entrevistas de trabajo: refleja tu experiencia con impacto	Clinic (S) - Desarrollo de habilidades y redes profesionales a través de la mentoría	Pres (E) - Make career moves with confidence using the 5i Framework	Pres (E) - Own your Future, Make your Role Matter



THANK YOU!

The presentation, recording and other resources will be shared on our dedicated [Inter-Agency Career Week Page](#).

Please fill out the [Evaluation Survey](#). Your feedback matters to us!

If you have any questions, please reach out to IOM's Career Development and Transition Unit cdt@iom.int.