

Self-Assessment and Strengths-Based Coaching

Lisa M. Patterson, University at Buffalo School of Law, SUNY

What Is It?

People are more productive, engaged, and successful when they are able to use their **natural strengths** to achieve their goals.



Sign your name!

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Important Rules

1. Only internalize the strengths in your assessment that you agree with
 2. Only use it for POSTIVE—it is not CRITICISM
 3. *Your opposite type is also legitimate and valuable!*



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Why Use a Strengths-Based Approach?

1. Self-awareness
2. Anti-Racism/Bias Management
3. Team-building
4. Conflict resolution
5. Career development
6. Stress Management
7. Critical Thinking



8. *Professional Identity Formation*

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Where to Use Them?

1. Externships (individual students): Self Awareness/Goal-Setting/Feedback/PIF
2. Clinics: Team Building/Client Interaction/Resilience
3. Career Coaching: Self-Assessment/Application Process/Finding “Fit”
 4. Classroom: Mindfulness, Negotiation, Trial Tech,
 5. Staff/Team: Build Trust and Communication/Build EQ
 6. Leadership: Team Building/Performance Management

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For Individual Coaching

NAME IT



CLAIM IT



AIM IT



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1. Myers-Briggs (MBTI):

<http://www.humanmetrics.com/cgi-win/JTypes2.asp>

PERSONALITY TYPES KEY



Extroverts

are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.



Introverts

often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.



Sensors

are realistic people who like to focus on the facts and details, and apply common sense and past experience to come up with practical solutions to problems.



Intuitives

prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.



Thinkers

tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.



Judgers

tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.



Feelers

tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.



Perceivers

prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

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. DISC

(Communication Styles):

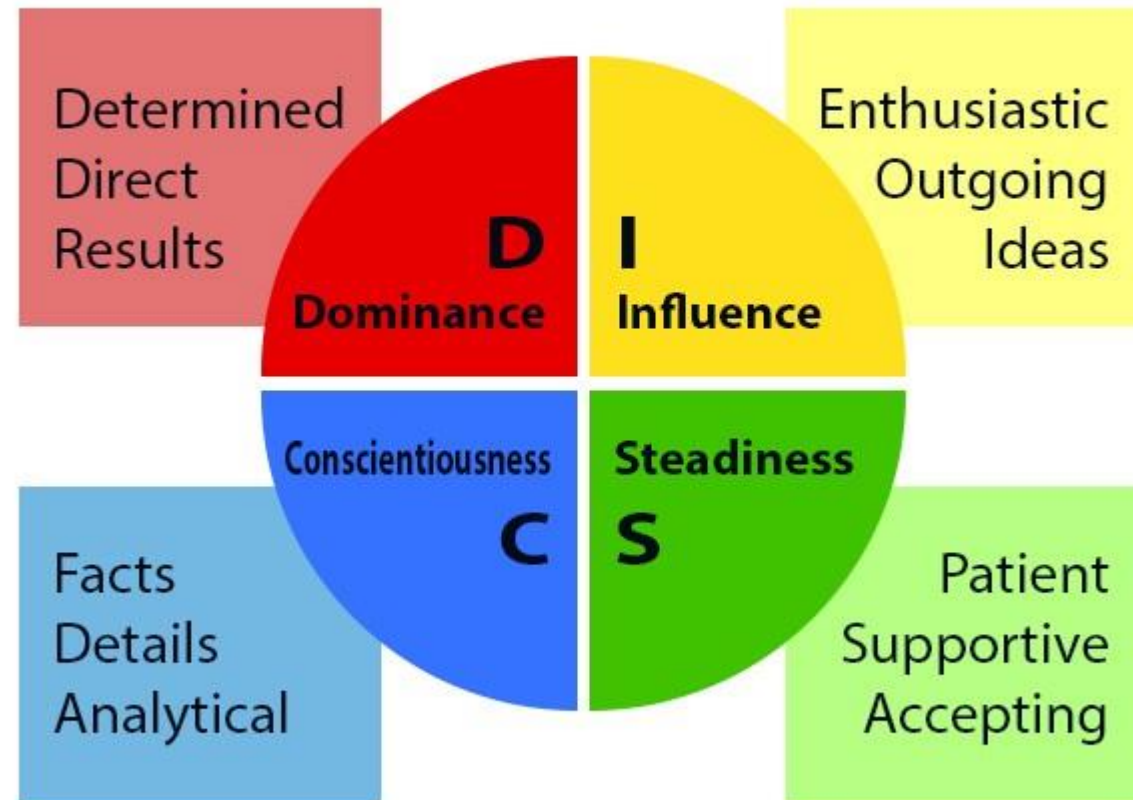
Official site:

<https://www.discprofile.com/>

Free test:

<http://discpersonalitytesting.com/discassess/work-free/free-start.php>

DISC Assessment



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3. Clifton Strengths (Finder):

<https://www.gallup.com/cliftonstrengths/en/home.aspx>

Online access code to online test and site by purchasing a book.

Youtube Channel:

<https://www.youtube.com/@CliftonStrengths/featured>

34 Strengths (4 Domains)

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Developer	Context
Belief	Communication	Connectedness	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

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<https://attorneyassessment.com/>

- Mix of MBTI, DiSC, Jungian Cognitive and Sheffield Lawyer Traits
- Dozens of Tailored Study, Work, Leadership and Career Reports
 - Interactive workbook-style site

(If you want to try taking an assessment, contact me at

lpatter@buffalo.edu for a code)

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Sample Report

<https://app.attorneyassessment.com/demoreports/2>

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Extern Quotes: These are some of the reflections externs submitted after taking the Attorney Assessment

PIF/Career Development: “I will use this information to find a career that will allow me to establish meaningful relationships with clients and colleagues, and something that will teach me enough to aid in my self-growth. My greatest strength is developing synergistic relationships with others to ensure optimal production and achieve a common goal.”

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Extern Quotes

Workplace Skills/EQ: “One thing I learned about my style is that I respond best when people tell me the vision/mission first and how I can contribute to it. From this insight, I can adjust how I interact with my superiors by asking questions about their vision for the project so that I can understand my contribution to it.”

Leadership/PIF/Career: “My strength ... was "Helping people see their unique part of the mission." I feel like this could lead to me being some form of a mentor for either upcoming students in the field I pursue or even mentoring younger associates. This may mean some sort of managerial role.”

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Self-Assessment/Anti-Imposter

Syndrome: “The report said I am good at quietly listening. I strongly agree with this because I quietly listen all the time, whether it's at school or work, or hanging out with my family and friends listening to them vent about their problems. I think it's important to listen quietly and let them do the talking so that I can get a full understanding of what is being said and use that to help come up with an ideal solution.”

PIF/Career: “I am good at ... predicting consequences. I tend to spend a lot of time thinking about the future implications of a current action. Since I work with contracts, I often need to think about the implication of indemnifying a company for a breach of the agreement or accepting governing law that isn't New York.”

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Self-Assessment/Workplace Skills: “I agree with each value on the list. Some I may not have thought of on my own but they are all ones I agree with, though there are some that I relate to more than others. Some of my top values include harmonious/caring relationships, strong personal relationships, and personal growth. I can tailor my experience for the remainder of my Legal Aid externship by seeking out more people to work and connect with through my communication and assignment tasks. I can possibly ask for assignments that involve collaboration so that I can work with and build a relationship with another person or I can ask to work with clients by doing intake paperwork them.”

Questions and Discussion

