



# The Crystalizer

## KNOW THYSELF! And Increase Your Influence

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Have you noticed? There are certain activities you perform more easily than others – and you do them better. You enjoy the doing more! These are your key strengths, some of which are so natural and innate that you perform them with little or no thought. Others you have surely honed through study, discipline and hard work. The fascinating discovery is that you genuinely enjoy the strengths that give you the greatest potential for success. With these, you demonstrate and project your passion, creativity and greatest productivity.

Employers are beginning to catch on. You would profit much by assessing what strengths make you unique and making certain that your work is organized around these. You can do it. Thousands of Crystal-Barkley clients have.

As you think over your working experience and the other things you do in your life, you will notice that you apply your strengths in many different ways and that your performance varies according to the situation. Pay close attention to when you have done things the best. Many have been surprised at just how much better they have performed when they really liked the place or the boss or customers. Recognizing this can save you quitting a job or settling for a depressing situation when what you need to do is propose different working conditions.

For instance, Eleanor, a fantastic speech writer found her talent and enthusiasm for her work slipping as she was thrust into an “open door,” noisy office environment when her company moved. When she proposed to her boss that she be set up in a home office and gained approval, her productivity rose so much that -- while still a fulltime employee with benefits – she found the enthusiasm and time to find outside clients.

Often others notice talents of which we are unaware. So, ask others what they notice that you do well (and, return the favor to them). Invest a bit of time in deepening your awareness of how you operate in work and in life outside of work. It will pay you back many fold. **Any strength you own is an asset to you.**

## **Steps to take in making the most of your strengths –**

Write them down - Describe strengths more creatively than with one word labels. Include, not only what you did, but how you did it and where, eg, *Skillfully inspiring the team's performance in the swim meet*. See how much more clear and powerful this is!

Uncover hidden strengths – With the help of friends, family and co-workers, work to identify those strengths you use so naturally that you don't give them a thought.

Play to your strengths - Make every effort to see that your work is organized around what you do well and enjoy.

Embrace your accomplishments – These are the outcomes of using your strengths well. You will feel empowered and find that your influence is increased. Your commitment and purposefulness in work and life will be obvious to all.

When you identify, focus on and continually develop your favorite strengths, you

- Have more influence with others
- Attract people and opportunities that match your skills
- Gain respect and become a role model – even a mentor – to others
- Grow and transform yourself into

**The authentic you!**

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