

Build Your Career Around Your Strengths: Energize and Sustain!

A prompt toolkit for building a career around your natural talents, instincts, and energy

When all three assessments are uploaded, think of them as three different lenses:

- **CliftonStrengths** → Where do my natural talents show up?
- **Kolbe A** → How do I instinctively take action?
- **Working Genius** → What kinds of work give me energy?

Together, they help you understand not just who you are, but how to build a career that plays to what you do naturally, sustains your energy over the long run, and avoids burnout dressed up as ambition. The prompts below are written for you to copy, paste, and adapt — upload your three reports first, then work through whichever prompts fit where you are right now.

Understanding Yourself

1. Build My Career Operating Profile

Review my Kolbe A, CliftonStrengths, and Working Genius assessments together. Act as a career coach, not an assessment interpreter.

Identify the 5–7 most important things these assessments collectively suggest about how I naturally think, work, solve problems, communicate, and get things done.

Distinguish between talent, instinct, and energy — they are not the same thing. Where multiple assessments reinforce the same conclusion, point that out. Where they appear to contradict each other, explain what may be happening.

Finish with: “I am at my best when...” and “I may struggle when...”

2. Find My Career Superpowers—and Their Shadow Sides

Based on all three assessments, identify 3–5 capabilities where I may create disproportionate value in my career.

For each one, explain its potential shadow side: how the same characteristic could become overused, create blind spots, frustrate colleagues, or work against me if left unmanaged.

Be specific and candid. Tell me what others may experience from me that I don't necessarily recognize in myself.

3. What Kind of Work Energizes vs. Drains Me?

Based on my assessments, identify the types of work where I'm likely to naturally thrive.

Separate the analysis into three categories:

- 1 Work that energizes me
- 2 Work I can do well but that costs me more energy than it should
- 3 Work that is likely to drain or frustrate me over time

Don't confuse capability with sustainability. I may be very good at something that still quietly exhausts me if it becomes the majority of my job.

4. How Do I Make Career Decisions?

Analyze my natural decision-making style across Kolbe, CliftonStrengths, and Working Genius.

How am I likely to approach ambiguity, risk, new information, speed, change, and long-term planning when I'm choosing between career paths?

Where am I likely to decide well on instinct? Where should I intentionally slow down, gather more input, or involve someone whose wiring complements mine before making a career move?

Applying It to Your Career

5. Is This Role Using Me Well?

Compare these assessment results with the role described below.

Don't evaluate whether I'm "good" or "bad" at the job. Instead, separate the analysis into four categories: Can Do / Naturally Does / Energized By / Potential Friction.

Tell me which parts of this role play to my natural wiring, which parts I can perform but that require more deliberate effort, and which parts are likely to create ongoing friction if they stay a large part of my week.

[Paste your role or job description here.]

6. Am I Headed Toward Burnout?

Based on my Working Genius, Kolbe A, and CliftonStrengths results, and the description of my current workload below, tell me where I may be spending too much time in work that drains rather than energizes me.

Identify early warning signs I should watch for, specific to how I'm wired — not generic burnout advice.

Suggest realistic adjustments I could make to my current role, even small ones, that would move more of my time toward what naturally energizes me.

[Describe your current workload or responsibilities here.]

7. What Should My Next Role Look Like?

Based on these three assessments, describe the kind of role — not necessarily the job title — where I'm most likely to be both effective and sustained over time.

Include: the type of problems I should be solving, the pace and structure I likely need, how much ambiguity or structure suits me, and the kind of people or team that would complement my wiring.

Then flag any roles or environments that might look appealing on paper but are likely to wear me down.

8. How Do I Talk About My Strengths?

Help me translate these assessment results into language I could actually use — in a resume bullet, an interview answer, or a conversation with my manager about what I want more or less of.

Avoid assessment jargon (don't just say "Kolbe Quick Start" or "Woo") — translate it into what I actually do and the value it creates, in plain language someone outside these assessments would understand.

Give me 3–5 example lines I could adapt.

Bringing Others In

9. Compare Me With a Mentor, Manager, or Collaborator

Compare my three assessments with this person's assessments. Analyze us as a working relationship rather than two individuals.

Where will we naturally understand each other? Where are we complementary? Where might we frustrate each other even when neither of us is doing anything wrong?

Identify situations where I may incorrectly assume they should approach something the way I do, or vice versa.

Give me 3–5 specific adjustments that would help us work well together.

10. Design a Sustainable Career Path

Looking at these assessments together with where I've been so far [briefly describe your career history or current stage], help me think through what a sustainable long-term career path looks like for me — not just the next job, but the next 5–10 years.

Where do my talents, instincts, and energy sources point toward compounding over time? Where might I be building a career that looks good from the outside but would quietly wear me out?

Identify 2–3 different directions worth considering, and for each, what I'd need to be honest with myself about.

The Most Powerful Prompt

If I were building this into a habit, I'd save one master prompt:

Act as my career coach. Use the Kolbe A, CliftonStrengths, and Working Genius assessments I've provided as three different lenses — not as labels or predictors of my worth.

Help me understand how I naturally take action, where my talents are likely to emerge, what work gives or drains my energy, and how those things interact with the roles and decisions in front of me.

Whenever I bring you a career decision, a role I'm considering, a conflict at work, or a question about what's next, analyze both the practical situation and what it would mean for my energy and sustainability over time.

Don't excuse underperformance because of an assessment, and don't assume I can't do something just because it isn't naturally energizing. Distinguish ability, instinct, talent, skill, behavior, and energy.

Challenge my assumptions, particularly when I'm about to choose a path because it looks impressive rather than because it fits how I'm actually wired.

Your goal is not to talk me into the easiest option — it's to help me build a career I can sustain and grow in, where my natural contribution is used intentionally instead of quietly spent down.

I'd also revisit this every 12–18 months, not only when actively job hunting. The assessments become far more useful when paired with a real snapshot of your current role or responsibilities — that's what shifts the question from "Who am I?" to the far more useful one: "Is the work in front of me actually letting me be exceptional, or just busy?"

Practical Notes

- **Be specific with your uploads.** The more complete your three reports, the less the analysis has to guess — partial results produce generic advice.
- **Talent, instinct, and energy are three different things.** You can be good at something (talent), do it automatically (instinct), and still find it draining (low energy) — don't collapse these into one score.
- **Revisit this periodically, not just when job hunting.** A role that fit well two years ago may not fit now — treat this as a recurring check-in, not a one-time report.