

Checklist for Strengths-Based Practitioners

(Adapted from Niemiec, 2018)

Use the following questions to assess how well you integrate a strengths-based approach in your sessions, meetings, and interactions with students, staff, or clients.

- Do you use a strengths-based assessment tool (e.g., VIA Survey) early on in your work with students, colleagues, or clients?
- Do you ask exploratory questions to uncover what is strong and what works well, rather than only focusing on what is wrong or missing?
- Do you explore various types of strengths—abilities, talents, interests, and resources—in your conversations and interventions?
- Do you integrate strengths-based language into conversations to reframe problems, challenges, or stressors?
- Do you identify and label strengths as they occur, explaining their significance in the moment?
- Do you offer regular feedback that highlights strengths in your interactions with students, clients, or colleagues?
- Do you consciously use your own strengths in meetings, sessions, and collaborations with students, staff, or clients?
- Do you prepare for meetings by reviewing the strengths of the individuals you'll be working with?
- Do you use a structured approach (e.g., Aware-Explore-Apply model) when helping others develop their strengths?
- Do you make clear connections between the goals of students/clients and their identified strengths?
- Do you “see” your students, clients, or colleagues through the lens of their strengths, focusing on who they are at their best?
- Do you integrate strengths-based strategies with your professional approach, whether it's solution-focused, CBT, or performance-oriented?
- Do you know and use multiple strengths-based interventions that are tailored to the needs of your students, staff, or clients?

Use this checklist as a guide for self-reflection and continuous improvement in your strengths-based practice.

[Dr. Byron M. McClure, NCSP \(click to learn more and stay connected\)](#)