

# The Strengths Portrait

*What Am I Wired to Do?*

## Session Seven Workbook

Everything for this session in one place — what you do before you come, what you build in the room, and what you carry into Session 8.

Name: \_\_\_\_\_  
\_\_\_\_\_

Triad:

*Wise Men Seek, Knowing Their Why's*

## PART ONE

# Before You Come

*Two exercises. About twenty-five minutes.*

You already have most of what Session 7 needs. Two assessments are sitting in your inbox. Six or seven values are written in your Charter. Three or four pages of your own story are already on paper. This session does not ask you to generate anything new — it asks you to lay all of it on one page and see what keeps repeating. Do these with your Charter open beside you.

### WHAT YOU NEED IN FRONT OF YOU

|  |                                                                                                                                                    |
|--|----------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <b>CliftonStrengths Top 5</b><br>Printed or on a screen. Assigned at Session 5. If it is not done, do it this week — the whole session runs on it. |
|  | <b>VIA Character Strengths</b><br>Free, and the full ranked list of 24 is what you want, not just the top five.                                    |
|  | <b>Harvest Charter 1.1 — My Story</b><br>The three paragraphs you wrote after Session 4. Bring the actual pages; you will be marking them up.      |
|  | <b>Harvest Charter 1.1b — My Forgotten Range</b><br>Your five to seven dormant capacities.                                                         |
|  | <b>Harvest Charter 1.2 — My Core Values</b><br>The five to seven you landed on at Session 6.                                                       |

*There is no spiritual gifts inventory this week. That work happens differently, and it happens in the room — you will find it at the back of this workbook.*

# Exercise One — The Crosswalk

About ten minutes

**Your values tell you what you are aiming at. VIA tells you which road you actually drive.**

Two men both value family. One shows up as Kindness — he is the one who notices. One shows up as Leadership — he is the one who organizes Thanksgiving. One shows up as Humor — he is the one who makes the room survivable. Same value. Three completely different roads.

Session 6 named the destinations. This page names the roads.

## READING YOUR VIA REPORT *Peterson & Seligman, 2004*

Twenty-four strengths, grouped under six virtues that appear in nearly every major moral tradition. Your report ranks all twenty-four. The top five are what VIA calls your signature strengths, and they carry three markers:

### Essential

It feels like you, not like a role you are playing.

### Effortless

It comes without being summoned.

### Energizing

It gives you energy rather than taking it.

The third marker is the one that matters most in this season. You can be extremely competent at something that drains you. That is a skill, not a signature strength — and the difference will matter twice more before the night is over.

## THE TWENTY-FOUR *your report ranks all of them — this is the map*

|               |                                                                    |
|---------------|--------------------------------------------------------------------|
| WISDOM        | Creativity · Curiosity · Judgment · Love of Learning · Perspective |
| COURAGE       | Bravery · Perseverance · Honesty · Zest                            |
| HUMANITY      | Love · Kindness · Social Intelligence                              |
| JUSTICE       | Teamwork · Fairness · Leadership                                   |
| TEMPERANCE    | Forgiveness · Humility · Prudence · Self-Regulation                |
| TRANSCENDENCE | Appreciation of Beauty · Gratitude · Hope · Humor · Spirituality   |

# The Crosswalk

Values on the left. Roads on the right.

## 1 Write your Session 6 values down the left column.

Use the words you actually landed on, not tidier ones. Five to seven.

## 2 For each one, name the VIA strength that carries it.

Not the one that sounds related — the one that is actually doing the work. Ask: when this value shows up in my life, what does it look like from the outside? More than one carrier is fine.

## 3 Any value with no carrier — check the box.

That is the most useful mark on this page. It means you hold something as non-negotiable and currently have no reliable way of delivering it.

| MY CORE VALUE (Session 6) | THE VIA STRENGTH THAT CARRIES IT | NO CARRIER |
|---------------------------|----------------------------------|------------|
| 1.                        |                                  |            |
| 2.                        |                                  |            |
| 3.                        |                                  |            |
| 4.                        |                                  |            |
| 5.                        |                                  |            |
| 6.                        |                                  |            |
| 7.                        |                                  |            |

*A value with no carrier is a gap in practice, not a gap in character. You may hold something deeply and simply never have been given a road to it. Roads get built in the spring — for now, just mark it honestly.*

# Exercise Two — The Skills Harvest

About fifteen minutes

**You have been writing your skills inventory since September. You just called it a story.**

Nobody needs to invent a list of skills this week. Two sections of your Charter are already full of them — they are simply buried in prose, and prose is very good at hiding what it contains. This exercise is a harvest, not a brainstorm.

## WHERE IT IS ALREADY WRITTEN

### My Story

1.1

Read your three paragraphs with a pen. Underline every verb you used about yourself. Built. Negotiated. Taught. Repaired. Recruited. Diagnosed. Calmed. Most men are startled by how much capability is sitting in something they wrote about their childhood.

### My Forgotten Range

1.1b

The capacities nobody ever paid you for. Darwin could write Origin of Species because he was also a geologist, a barnacle taxonomist, and a pigeon breeder — the range was the insight. Carry your list over.

### Anything else you do uncommonly well

+

If it did not make it into your story or your range, add it here anyway. Nobody is checking sources.

## EVERYTHING YOU UNDERLINED *verbs, not job titles — what you actually did on a Tuesday*

|  |  |
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# The Three You Would Keep

The last move, and the one that matters.

**Choose three you would keep doing if no one ever paid you again.**

**Not the three you were best at. The three you would keep.**

This is not modesty and it is not a trick question. Most men were best at something they are relieved to be done with. You can be the finest cost estimator in three counties and never want to open a spreadsheet again — that is a skill that drains, and a skill that drains has no future in this season.

The three you would keep are the three that were never really about the paycheck. They survived forty years without institutional support, which is strong evidence they will survive this transition too.

**1.**

---

**2.**

---

**3.**

---

*If you cannot fill three, fill two. If your career ended in a way that makes this page feel hollow — a layoff, a role that was eliminated, an ending you did not choose — work from your Forgotten Range instead. That route is open when the career route feels closed, and for a good many men it is the better route anyway.*

## PART TWO

# In the Room

*Five movements. One sentence at the end.*

These pages are worked together, in sequence, on the night. Read ahead if you like — but do not fill them in early. Two of them depend on what other men say to you, and one of them depends on what you notice in the moment. Bring a pen you like writing with.

### THE ARC

1. The Unemployed Strength
2. Wiring & Character
3. The Trained Hand
4. The Caring Shift
5. The Convergence — six rows, three rounds, one sentence

# Wiring — CliftonStrengths

## Movement Two

### MY TOP FIVE *in order*

1.

2.

3.

4.

5.

### WHICH DOMAIN DO MY FIVE CLUSTER IN?

Executing

Relationship Building

Influencing

Strategic Thinking

### WHICH OF THE FIVE DID MY JOB PAY FOR?

### WHICH ONE DID I DO FOR FREE?

*the one most likely to survive the transition intact*

*Strengths do not retire. They go looking for work — and if you do not assign one a job, it will assign itself one. Usually a small one.*

# The Caring Shift

## Movement Four

When a man perceives time as open-ended, he optimizes for information, novelty, and a wider network. When he perceives time as limited, he shifts toward meaning, depth, and the people he already loves. Carstensen's finding is that the trigger is not age — it is horizon.

**You did not get soft. You re-sorted.**

**AT 40, I CARED MOST ABOUT**

**NOW, I CARE MOST ABOUT**

*this line goes on the Board — and you will read it aloud*

**THE SHIFT HAPPENED WHEN**

*yours to keep; nobody will ask for this one*

# The Convergence Board

One page. Six rows.

Everything here has already been written — tonight, at your kitchen table, or back in September. You are transcribing, not inventing.

|                                             |                                                                       |
|---------------------------------------------|-----------------------------------------------------------------------|
| <b>WIRING</b><br>CliftonStrengths           | <i>Top 3 themes — include the one you did for free</i>                |
| <b>CHARACTER</b><br>VIA                     | <i>Top 2 signature strengths</i>                                      |
| <b>NON-NEGOTIABLES</b><br>Session 6 values  | <i>Top 3</i>                                                          |
| <b>TRAINED HAND</b><br>Story, Range, career | <i>The 3 verbs you would keep</i>                                     |
| <b>DIRECTION</b><br>Caring Shift            | <i>What you now care most about</i>                                   |
| <b>COMMISSION</b><br>Spiritual Gifts        | <i>Left blank tonight — returns at Session 8, named by your triad</i> |

*The sixth row stays blank tonight on purpose. It is the one row you cannot fill in by yourself — it is not about how you are wired, but about what you were assigned and what this body has seen. Bring this page back to Session 8.*

# Round One — The Solo Build

Eleven minutes. Silent.

**1 Fill the five rows.**  
Transcription, not invention.

**2 Circle the repeats.**  
Where does the same thing show up in two rows? Or three? Learner. Curiosity. Growth.  
Teaching. That is not four facts — that is one man, showing up four times. Recognition, not analysis.

**WHAT KEEPS SHOWING UP**  
*the pattern you circled — in your own words*

## What is the thing you keep noticing that other people seem to walk past?

One line. If nothing comes, use the question below instead — it is not a consolation prize, and for many men it produces the truer answer.

*IF YOU DRAW A BLANK — Who has asked you for help in the last two years, and what did they want? Unsolicited requests are data. People ask you for what they have already seen you do well.*

# Round Two — The Witness

Eighteen minutes. Six per man.

You read your Board aloud, top to bottom. Then the other two men do exactly two things — name the pattern you did not circle, and ask one question. Their question must begin with

**“Where...” or “Who...” — never “Why.”**

Why puts a man on trial and he will defend himself. Where and Who make him locate something — an actual place, an actual person. A name you can call this week.

## WHAT THEY SAW THAT I HAD NOT CIRCLED

*write their words, not your translation of them*

## THE QUESTION THEY ASKED ME

## MY ANSWER — AS HONESTLY AS I CAN PUT IT

*“The purposes of a person’s heart are deep waters, but one who has insight draws them out.” — Proverbs 20:5*

# Round Three — The Sentence

Eleven minutes.

## THREE RULES

Present tense — not “I was,” not “I want to be.” · A real verb and a real person — “serve the church” fails, “sit with men who just got laid off” passes. · The word “suspect” stays in.

At my best, I am the man who \_\_\_\_\_

\_\_\_\_\_

Which makes me suspect I am meant to \_\_\_\_\_  
for

\_\_\_\_\_

THE WORD ONE MAN HEARD

THE WORD THE OTHER HEARD

*It will usually not be the word you thought was carrying the sentence. Write down what they said — at Session 10, when you build your mission, that word is often the hinge. And this is not your mission statement. That gets written in January, after this has had two months to sit.*

# The Test and The Clearing

Before you leave

## A hypothesis you never test is just a nice sentence about yourself.

Name one action — under two hours, before Session 10 — that would tell you whether the second clause is true. You are not signing up for anything. You are gathering one piece of evidence.

*Call the man who runs the tutoring program and ask what he actually needs. · Sit in on one meeting. · Take one person to coffee and ask what they would want from you. · Volunteer once — once, not commit.*

### MY TEST

### BY WHEN

*and who I will tell that I did it*

## What comes off the calendar between now and January?

Two hours a week. Not what does not belong in your life — that work is in the spring. Just what makes room for the Charter and your test. Two hours is small enough that no man here can say he does not have it.

### WHAT I AM TAKING OFF

*be specific — “less TV” is not an answer*

### PART THREE

# What You Made, and What Is Next

*One page of conclusion. One page of homework.*

You walked in holding two reports. You are walking out holding one sentence, one test, and a page that did not exist this morning. The next page gathers it in one place — fill it in before you go to bed, while the room is still in your head. Everything after that is for Session 8.

# What You Made Tonight

Fill this in before you sleep.

## THE SIGNATURE — CLAUSE ONE

*At my best, I am the man who... → Charter 1.3*

## THE HYPOTHESIS — CLAUSE TWO

*I suspect I am meant to ... for ... → carries into the winter break*

## THE WORDS THEY GAVE ME

## MY ORPHAN VALUE

## MY TEST — AND THE DATE I WILL DO IT

*before Session 10*

## MY TWO-HOUR CLEARING — WHAT COMES OFF, STARTING THIS WEEK

*→ first entry in Charter 3.0 Subtractions*

## TRANSCRIBE THIS WEEK

### **Charter 1.3 — Strengths & Gifts**

Your Top 5 with a sentence each, your three kept skills, and The Signature expanded to two or three sentences.

### **Charter 1.5 — My Caring Shift**

One paragraph, from your three lines.

### **Charter 3.0 — My Subtractions**

Your two-hour clearing, as the first entry.

### **Naming the Gift — the next two pages**

Fifteen to twenty minutes. Bring this workbook back to Session 8.

# Naming the Gift

Session 7 Homework, due Session 8

*“Now to each one the manifestation of the Spirit is given for the common good.”*

1 Corinthians 12:7

Gifts are not issued to a man for his own use. They are issued to him for other people — which is why the last word on your gifts does not belong to you, and does not belong to a website either. It belongs to the men who have watched you for eight weeks. Your job this week is not to score yourself. It is to gather evidence for that conversation.

## IF ANYONE SPEAKS — 1 Peter 4:11

|                 |                                                          |
|-----------------|----------------------------------------------------------|
| <b>Teaching</b> | Making a complicated thing clear to someone who needs it |
|-----------------|----------------------------------------------------------|

|                                           |                                             |
|-------------------------------------------|---------------------------------------------|
| <b>Encouragement</b><br><i>paraklesis</i> | Coming alongside a man who is about to quit |
|-------------------------------------------|---------------------------------------------|

|                                           |                                                   |
|-------------------------------------------|---------------------------------------------------|
| <b>Truth-telling</b><br><i>propheteia</i> | Saying the true thing when it costs you something |
|-------------------------------------------|---------------------------------------------------|

|                   |                                                         |
|-------------------|---------------------------------------------------------|
| <b>Leadership</b> | Seeing where a group needs to go, and taking them there |
|-------------------|---------------------------------------------------------|

## IF ANYONE SERVES — 1 Peter 4:11

|                                            |                                                         |
|--------------------------------------------|---------------------------------------------------------|
| <b>Administration</b><br><i>kybernesis</i> | Turning a good intention into a plan that actually runs |
|--------------------------------------------|---------------------------------------------------------|

|                                   |                                                          |
|-----------------------------------|----------------------------------------------------------|
| <b>Serving</b><br><i>diakonia</i> | Seeing what needs doing and doing it without being asked |
|-----------------------------------|----------------------------------------------------------|

|              |                                                  |
|--------------|--------------------------------------------------|
| <b>Mercy</b> | Sitting with suffering without needing to fix it |
|--------------|--------------------------------------------------|

|               |                                                            |
|---------------|------------------------------------------------------------|
| <b>Giving</b> | Releasing resources freely, usually without telling anyone |
|---------------|------------------------------------------------------------|

|                    |                                                       |
|--------------------|-------------------------------------------------------|
| <b>Hospitality</b> | Making a stranger feel expected rather than tolerated |
|--------------------|-------------------------------------------------------|

|                    |                                              |
|--------------------|----------------------------------------------|
| <b>Shepherding</b> | Staying with people over years, not projects |
|--------------------|----------------------------------------------|

|                     |                                                 |
|---------------------|-------------------------------------------------|
| <b>Faithfulness</b> | Being the one who is still there in year eleven |
|---------------------|-------------------------------------------------|

*Scripture names gifts in several places, and the lists differ. This card draws its language mainly from Romans 12:4–8 and 1 Peter 4:9–11, with administration from 1 Corinthians 12:28 and shepherding from 1 Peter 5:2. It is a vocabulary for naming what we have seen in each other — not a complete catalogue.*

# Four Passes

Fifteen to twenty minutes.

## 1 Cross out the six that clearly are not you.

Start by subtracting. Men are far more accurate about what they are not than about what they are — and crossing out carries none of the false modesty that circling does.

## 2 For each one left standing, name an instance.

No instance, no claim. A gift you admire is not a gift you have. If the line stays blank, that is information — keep it blank.

| GIFT           | NOT ME | WHEN DID I LAST DO THIS WITHOUT BEING ASKED? Name the person, and roughly when. |
|----------------|--------|---------------------------------------------------------------------------------|
| Teaching       |        |                                                                                 |
| Encouragement  |        |                                                                                 |
| Truth-telling  |        |                                                                                 |
| Leadership     |        |                                                                                 |
| Administration |        |                                                                                 |
| Serving        |        |                                                                                 |
| Mercy          |        |                                                                                 |
| Giving         |        |                                                                                 |
| Hospitality    |        |                                                                                 |
| Shepherding    |        |                                                                                 |
| Faithfulness   |        |                                                                                 |

## 3 What has someone else named in you that you waved off?

Almost every man has been told something — you are good with the young guys, you should be teaching this — and deflected it. Go get it. It was someone else's observation in the first place, which makes it better evidence than anything you can generate about yourself tonight.



# The Nomination

The last thing, and then you are done.

## 4 Circle two or three with the strongest evidence. Then finish the sentence.

Write it in pencil. "Suspect" stays in — next week the room gets a vote, and it may name something you did not.

I suspect I have been given \_\_\_\_\_  
because \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*If three men name something next week that you did not nominate, the homework did not fail. That is the exercise working.*

*"For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do."*

Ephesians 2:10

Poiema. Workmanship. The wiring was prepared, and so was the work. Neither one was self-assigned.

WhyzMen · Rewire Retirement · Session 7 Workbook

*Wise Men Seek, Knowing Their Why's*

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