FINDING YOUR STRENGTHS

Successful dealer technicians each bring a different set of skills to their worksite, but what they share is a passion for the industry. If you want your technician application to get noticed, you need to know your strengths and how to tie them to the needs of a given dealership.

Here is a list of statements to help you as you assemble your application. Decide whether you agree or disagree with the statements below and, for each one, choose the number that most closely aligns with your personality. The descriptive words associated with each choice just might define your strengths.

ADAPTABILITY

I want to master a single field rather than learn multiple different trades.

DECISIVE   VERSATILE

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

SELF-MOTIVATION

Instead of listening to a lesson, I learn best through hands-on experience.

PROACTIVE   ATTENTIVE

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

TECHNICAL SKILLS

I love upgrading old equipment as opposed to buying the latest technology.

GEARHEAD   FORWARD-THINKING

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

COMMUNICATION

If given the chance, I would rather build a new product than sell a product to customers.

INVENTIVE   CUSTOMER-FACING COMMUNICATOR

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

COLLABORATION

I prefer to work alone rather than in a group.

SELF-STARTER   TEAM-PLAYER

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

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NEGOTIATION SKILLS

If there's a workplace disagreement, I'll let both arguments be heard even if I strongly agree with one side over the other.

DIPLOMATIC   STRAIGHTFORWARD

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

PROJECT PLANNING

I prefer to have everything planned out in advance, leaving nothing to chance. I don't like to improvise on the fly.

DIRECT   FLEXIBLE

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

DECISION-MAKING

When I see a major problem standing in the way of a project deadline, I like to tackle it head-on as opposed to dealing with other, smaller issues first.

ASSERTIVE   PRAGMATIC

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

LEADERSHIP

When a problem arises, I dive right in to solve it, even when I don't have all of the necessary information.

RESOURCEFUL   METICULOUS

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

ATTENTION TO DETAIL

When working on a project with a team, I like to spend my time planning how the finished product will look and function rather than focusing on the minute details.

GOAL-ORIENTED   DETAIL-ORIENTED

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

SELF-SUFFICIENCY

I like to focus on independent projects instead of working closely with teammates.

INDEPENDENT   COLLABORATIVE

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

CREATIVITY

I like to imagine how the world should be rather than how it actually is.

INNOVATIVE   PRACTICAL

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

SELF-AWARENESS

I know what my weaknesses are and I'm not afraid to ask questions.

HONEST   BOLD

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE

Now that you've evaluated your strengths within a variety of skill sets, feel free to use them when describing yourself in your resume or cover letter.

Then, take this evaluation a step further. Think about your personal qualities and attributes as well as where you have room to grow. Pick three of the qualities that least fit your personality and place each of them into one of the three action categories below. For each category, define what you can do to improve those strengths.

For example: *I need to be more assertive over time. I can do that by taking charge and making sure I have all the information I need when assigned a project.*

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Okay, let's begin…

1. I need to DEVELOP this strength over time:

_____

How?

_____

_____

2. I need to START using this strength in my daily life right away:

_____

How?

_____

_____

3. I ALREADY use this strength on a regular basis without really thinking about it:

_____

How?

_____

_____

And one last thing. As you navigate through your career, be sure to hone both your hard skills and soft skills.

Whether it's your aptitude with computers, programming languages or technical training, hard skills are knowledge-based and gained from previous jobs and educational experiences. Soft skills — like your ability to be organized, collaborative or punctual — are personal traits that you may have developed from previous jobs. More likely, however, soft skills have been gained from your own life experience. Either way, hard and soft skills illustrate how valuable you can be to a given organization.

As you apply to positions, keep looking for ways to learn and grow. Ultimately, your career will gain momentum the more you define and refine your strengths.

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