

Eversheds Sutherland Unlocked – Candidate Briefing

Introduction to Strengths

A strength is something that someone is naturally good at, loves doing and gets energy from. For example, think about the strength of creativity, have you noticed how some people are so much more creative than others? They just can't help it. Strengths are the things that feel like a natural part of who you are. They give you energy and motivate you, they are not something you avoid, dislike or find boring.

Why are they important?

Have you ever felt like you were trying to be someone you're not? Or that you were doing a piece of work at school where you were expected to be something you're not? Chances are that you were feeling this way because you were doing things that you were not cut out to do and you were not able to use your strengths.

Strengths are important because they are the real you. Think of your strengths as the deep bit of you. They are the engine that drives how you act.

In our lives we often spend time trying to get better at things we are not so good at. We take notice of what is bad or when someone says something to us that is negative. We ignore what is good or when someone says something positive to us. This can mean it is hard for us to see the good stuff in ourselves! Research shows that if we can switch to spending most of our time developing and using our strengths we can achieve much more.

Answering the Application Form Questions

There are three open questions that we would now like you to answer. Question 1 asks about why you would like to take part in the Eversheds Sutherland Unlocked Programme. Please think about all of the reasons you want to take part and tell us in your own words. Try to answer both parts of the question.

Questions 2 and 3 are strength-based questions. They focus on what you like and enjoy and what interests you. This matters to us as much as whether you have a certain skill or ability. Indeed, research has shown that if you love to do something as well as being able to do it you will achieve more.

In these strengths questions we present you with a scenario and ask you how you would respond. There is no right or wrong answer to these questions and we are genuinely interested to hear how you would feel about being in each of these scenarios and what you would choose to do. We ask that you describe honestly what you would enjoy, as well as what you would do, in each scenario. There are three prompts for each question to help you and you should try to answer each one.