

Writing your strengths statement

What is a strengths statement?

A strengths statement is a short, personal description of what you are good at, how you work, and the value you bring to a role, team, or organisation. It can be used in job or internship applications, performance or development conversations, support and adjustment discussions, networking or introductions, confidence-building and self-reflection.

There is no single “right” version - your statement should sound like you.

Step 1 Reframe your experiences

Start by reflecting on your experiences, not through a deficit lens, but through a skills lens.

Ask yourself: What challenges have I navigated? What did those situations require from me? What did I learn about how I work best? Write down your first reflections without editing or judging them.

Please see examples below:

Poor mental health

I've had to come to terms with my OCD and dealing with my condition has led to a greater sense of perspective.

Upper limb difference

I'm very good at problem solving since, throughout my life, I have had to quickly come up with alternative ways to complete physical tasks.

Visual impairment

I have strong attention to detail and problem-solving skills, as I regularly adapt how I access and interpret information in different formats.

Step 2: Identify your skills and strengths

Now take your experiences and translate them into skill, strengths and competencies.

These could include but are not limited to: practical skills; organisation, analysis, technical ability, interpersonal skills; communication, empathy, teamwork or ways of working; attention to detail, creativity, resilience.

Put this into practice by using the examples below:

“My experience of having... has developed my...”

“As a result of ...I am now....”

“Being ... has help me to...”

Remember: strengths are not about doing everything, they are about recognising what you do well.

Please see some examples below:

Poor mental health

My experiences with mental health challenges have strengthened my resilience, enhanced my organisational skills, and deepened my empathy for others.

Wheelchair user

My experiences navigating environments that are not always accessible have strengthened my problem-solving skills, adaptability, and ability to plan effectively.

Autism

My way of thinking allows me to bring strong focus, attention to detail, and a structured approach to tasks, helping me to analyse information deeply and work with consistency.

Step 3 Consider the impact

Strengths are most powerful when linked to impact.

Ask yourself: How does this strength help others? What difference does it make in the workplace or in a team? What problem does it help to solve?

Please see some examples below:

Poor mental health

My strong organisation and planning skills, reduces my anxiety, and allows me to deliver high-quality work on time.

Chronic pain

My strong organisation and planning skills help me manage my energy effectively and consistently deliver high-quality work on time.

Dyslexia

My ability to think creatively and see the bigger picture, combined with strong problem-solving skills, enables me to approach tasks in innovative and effective ways.

Step 4: Draft your strengths statement

Bring everything together in a short paragraph of 3 to 6 sentences.

A simple structure may help:

1. How you work/ what are you good at
2. Key strengths or skills
3. The value or impact you bring

Use clear, positive and confident language, avoid apologising or downplaying your abilities.

Poor mental health

I think my OCD has helped me to build my resilience. Coming to terms with my condition has led to a greater sense of perspective. I am also very organised, knowing when things need to be done by relieves and reduces my anxiety. It also leads to effective prioritisation of tasks and deadlines.

Upper limb difference

I appear calm & positive under pressure (even if I am not) because it has always been important to me that people do not perceive me to be struggling on account of my upper limb difference. Therefore, even when I am facing challenges, I habitually act in a way that exudes confidence.

Step 5: Make it yours

Read your draft out loud or practice it with friends and family.

Ask yourself: Does this sound like me? Would I feel comfortable saying this out loud? Does it focus on strengths rather than limitations?

You may find that different versions of your statement work better in different situations, this is normal and a strengths statement can evolve over time.

Final thought

Your disability does not define your limits, but your experiences can shape powerful strengths. Taking the time to recognise and articulate them is an important step in owning your value and advocating for yourself with confidence.