**YOUR PROFESSIONAL SWAL ANALYSIS**

For your career success, it’s important that you are aware of your competencies and your organizational impact.

INSTRUCTIONS

Please indicate your Strengths/Weaknesses and Assets/Liabilities in the grid below.

**Strengths/Weaknesses –**

* Consider your experience, skills, knowledge developed during your career.
* Focus on 2 areas:
  + Technical Competence (cognitive, content-related work – e.g., analysis, research , budgeting, product development)
  + Interpersonal Competence (people-related work – e.g., team engagement, negotiations, influencing, partnering)
* Note your strengths & weaknesses (e.g. highlighted in performance reviews, noted by bosses, peers, yourself)

**Assets / Liabilities**

* This is about the *impact* your strengths and weaknesses have *outside of you*, specifically, in your organization/workplace.
* Assets – how your strengths have had *positive* *impact* at work; considered a “value add,” “contribution” by the organization (e.g. new analytical method decreased reporting time by 30%, partnering and product development garnered 3 new business opportunities, new research insights increased awareness of disparity of services)
* Liabilities – how your weaknesses have had *negative impact* at work, diminishing your value to your organization (e.g. consistent analytical errors causes client loss; strong emotional response decreases collaboration from teammates)

**YOUR PROFESSIONAL SWAL (**Strengths/Weaknesses/Asset/Liabilities) **ANALYSIS**

|  |  |  |
| --- | --- | --- |
| **INTERNAL**  (IN YOUR CONTROL) | **STRENGTHS**  (Technical / Interpersonal Competencies Noted by You/Others) | **WEAKNESSES**  (Technical / Interpersonal Competencies Noted by You/Others) |
|  |  |
|  | **ASSETS**  (How your strengths add value to your organization) | **LIABILITIES**  (How your weaknesses diminish your value in your organization) |
| **EXTERNAL**  (YOU IN ORGANIZATION) |  |  |