



# Leveraging Your Strengths

Define strengths

Seek feedback

Refine and clarify

Apply to different  
situations and context

Reflect and refine  
overplay/ underplay

## Step 1

Have a look through the VIA Character Strengths listed on the next page and familiarise yourself with each of the identified strengths.

Ask yourself the Strength Finder Questions and write down what comes to mind. Rather than just writing bullet points, describe what you think, feel and how you behave. The aim here is to create a portrait of yourself.

## Step 2

Reflect back on your answers and look for common themes. Identify 4-7 Character Strengths that appear consistently through your answers.

The next step is to collect feedback from a variety of people inside and outside work. 360 feedback can be helpful but start by asking people who are closest to you.

## Step 3.

Once you have identified your core character strengths, the next step is to develop your self-awareness to ensure you are optimising each of them. Use the worksheet at the end to write down one of your strengths in the middle of the graph and build out your plan by answering the questions provided.

## Strength Finder Questions...

- What would you describe as your most significant accomplishment?
- When you are at your best, what are you doing? How were you interacting? What were you thinking and feeling?
- What gives you the greatest sense of being authentic and who you really are?
- Where do you gain the most energy from? What sort of activities?
- Think about the next week, what will you be doing when you are at your best?



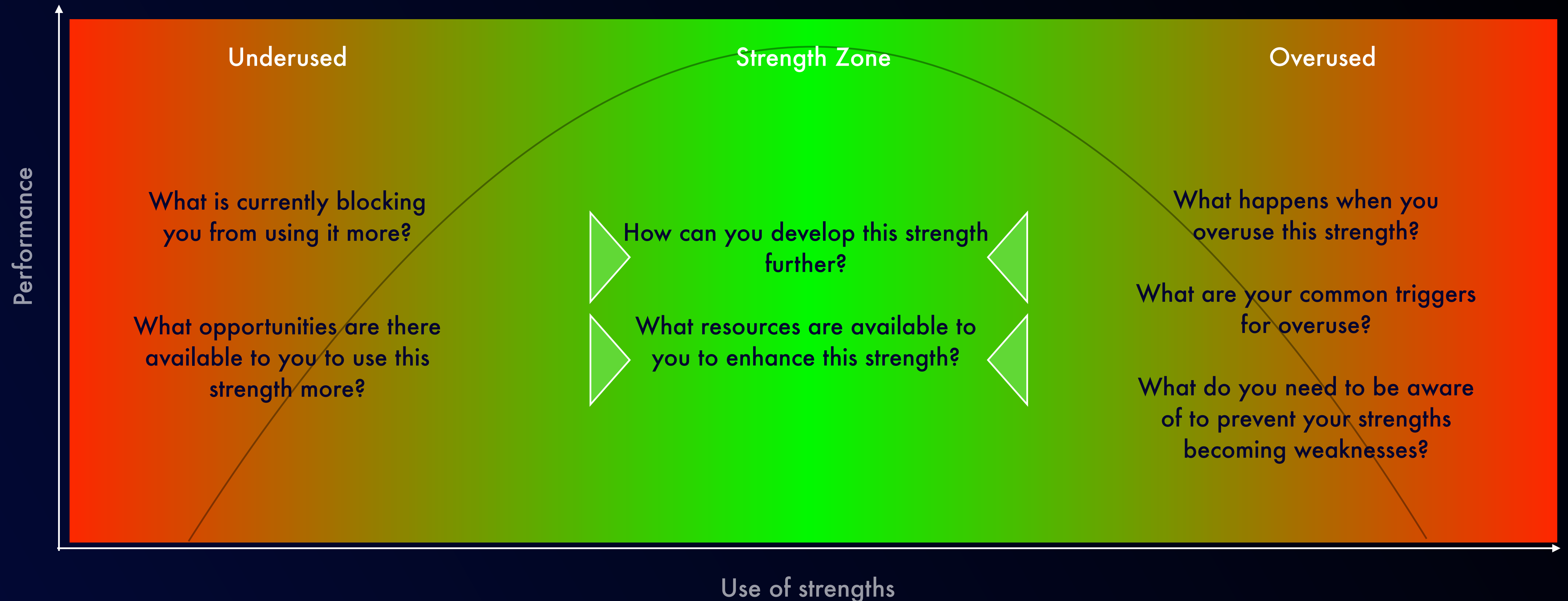
# Strengths

<b>Creativity</b> Original, adaptive, ingenuity, seeing and doing things in different ways	<b>Curiosity</b> Interest, novelty-seeking, exploration, openness to experience	<b>Judgment</b> Critical thinking, thinking through all sides, not jumping to conclusions	<b>Love of Learning</b> Mastering new skills & topics, systematically adding to knowledge	<b>Humility</b> Modesty, letting one’s accomplishments speak for themselves	<b>Prudence</b> Careful about one’s choices, cautious, not taking undue risks
<b>Perspective</b> Wisdom, providing wise counsel, taking the big picture view	<b>Bravery</b> Valour, not shrinking from threat or challenge, facing fears, speaking up for what’s right	<b>Perseverance</b> Persistence, industry, finishing what one starts, overcoming obstacles	<b>Honesty</b> Authenticity, being true to oneself, sincerity without pretence, integrity	<b>Gratitude</b> Thankful for the good, expressing thanks, feeling blessed	<b>Hope</b> Optimism, positive future-mindedness, expecting the best & working to achieve it
<b>Zest</b> Vitality, enthusiasm for life, vigor, energy, not doing things half-heartedly	<b>Love</b> Both loving and being loved, valuing close relations with others, genuine warmth	<b>Kindness</b> Generosity, nurturance, care, compassion, altruism, doing for others	<b>Social Intelligence</b> Aware of the motives and feelings of oneself and others, knows what makes others tick	<b>Self-Regulation</b> Self-control, disciplined, managing impulses, emotions, and vices	<b>Appreciation of Beauty &amp; Excellence</b> Awe and wonder for beauty, admiration for skill and moral greatness
<b>Teamwork</b> Citizenship, social responsibility, loyalty, contributing to a group effort	<b>Fairness</b> Adhering to principles of justice, not allowing feelings to bias decisions about others	<b>Leadership</b> Organising group activities to get things done, positively influencing others	<b>Foregiveness</b> Mercy, accepting others’ shortcomings, giving people a second chance, letting go of hurt	<b>Humour</b> Playfulness, bringing smiles to others, lighthearted – seeing the lighter side	<b>Spirituality</b> Connecting with the sacred, purpose, meaning, faith, religiousness

VIA Institute on Character (2020). [www.viacharacter.org](http://www.viacharacter.org)



# Optimising your Strengths





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