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or
Character Strengths

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*helping individuals and organizations
create positive change . . .*



Who am I?

- What are character strengths?
- Where did they come from?
- Why should we care?
- What does this mean for work?



Agenda

- What are character strengths?
- Where did they come from?
- Why should we care?
- What does this mean for work?



What is Right With You?

Gallup Strengths
Finder

VIA



Positive Psychology

The scientific study of what goes right in life



- Philosophy: Roots
- World War II: Before and After
- 1998: Call to change




The VIA Classification



Peterson & Seligman (2004)


- 55 scientists
- 3 years
- 6 virtues: core characteristics valued by moral philosophers
- 24 strengths: pathways to the virtues
- Common language



Character Matters

“Character matters because it leads people to do the right thing, and the right thing can be productive and profitable.”

Dr. Chris Peterson





What is Character?


YOU
AT
YOUR
BEST






Me at My Best (story)





Character Strengths (VIA)

<ul style="list-style-type: none"> • Wisdom and Knowledge <ul style="list-style-type: none"> ▪ Curiosity/Interest ▪ Love of Learning ▪ Judgment/Critical Thinking ▪ Creativity ▪ Perspective/Wisdom • Courage <ul style="list-style-type: none"> ▪ Bravery/Valor ▪ Industry/Perseverance ▪ Honesty/Authenticity ▪ Zest/Enthusiasm • Humanity <ul style="list-style-type: none"> ▪ Capacity to love/be loved ▪ Kindness/Generosity ▪ Social Intelligence 	<ul style="list-style-type: none"> • Justice <ul style="list-style-type: none"> ▪ Citizenship/Teamwork ▪ Fairness ▪ Leadership • Temperance <ul style="list-style-type: none"> ▪ Forgiveness/Mercy ▪ Modesty/Humility ▪ Caution/Prudence ▪ Self-control/Self-regulation • Transcendence <ul style="list-style-type: none"> ▪ Appreciation Beauty/Excellence ▪ Gratitude ▪ Hope/Optimism ▪ Humor/Playfulness ▪ Spirituality
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An Important Distinction

Strength

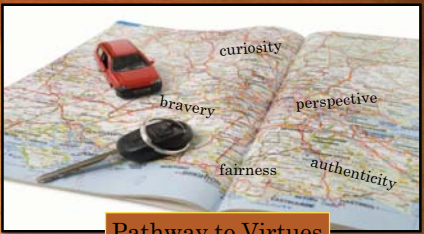


Skill/Ability





Character Strengths



Pathway to Virtues



Name that Strength



Name that Strength



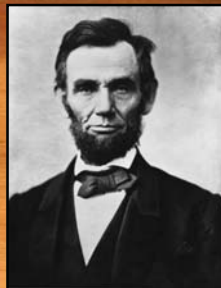
Name that Strength



Name that Strength




Name that Strength




Name that Strength






Name that Strength





Name that Strength



Name that Strength

- Your best friend
- Your significant other
- Your child, nephew/niece
- Your boss
- Your work team




Name that Strength

- Sense of ownership
- Rapid learning curve
- Sense of yearning
- Invigoration vs. exhaustion
- Natural inclination and inevitability
- Intrinsic motivation

Name that Strength

REFLECTION QUESTIONS



What were you doing during your Me at my Best story?


Who were you with?

Why do you call it a Me at my Best Story?

What strengths were you using?

List 3 adjectives that describe how you were feeling.

SHARE ADJ




Exercising Character

Exercising strengths contributes to happiness

We experience:

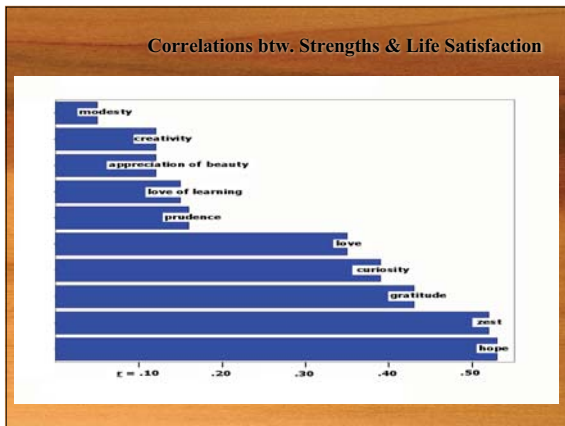
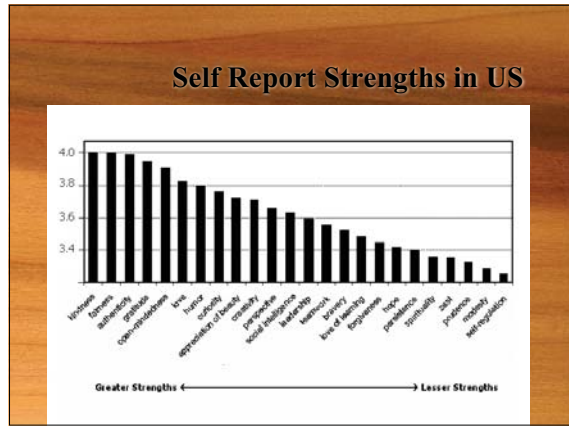
- Positivity
- Engagement in valued activities
- Sense of meaning and purpose
- Positive relationships



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Strengths and Virtues

	Strength	Opposite	Absence	Excess
Wisdom and Knowledge	creativity	triteness	conformity	eccentricity
	curiosity	boredom	disinterest	nosiness
	judgment	gullibility	ineffectiveness	cynicism
Courage	love of learning	orthodoxy	complacency	"know-it-all"-ism
	bravery	cowardice	flight	foolhardiness
	perseverance	helplessness	laziness	obsessiveness
Love	authenticity	deceit	phoniness	righteousness
	vitality	lifelessness	restraint	hyperactivity
	intimacy	loneliness	isolation/autism	emotional promiscuity
Justice	kindness	cruelty	indifference	intrusiveness
	social intelligence	self-deception	obtuseness	psychobabbling
	citizenship	narcissism	selfishness	chauvinism
Temperance	fairness	prejudice	partisanship	detachment
	leadership	sabotage	compliance	despotism
	forgiveness	vengefulness	mercilessness	permissiveness
Transcendence	humility	arrogance	footless self-esteem	self-deprecation
	prudence	recklessness	sensation-seeking	prudishness
	self-regulation	impulsivity	self-indulgence	inhibition
Transcendence	awe	criticism	oblivion	snobbery
	gratitude	entitlement	rudeness	ingratitude
	hope	despair	present orientation	Pollyannaism
Transcendence	humor	dourness	humorlessness	buffoonery
	spirituality	alienation	anomie	fanaticism



Claim your Strengths

REFLECTION QUESTIONS



What do my signature strengths mean to me?

How do they support me being my best?

How am I affected when I can't use them?

SHARE WITH PARTNER

USE YOUR STRENGTHS

CHOOSE ACTIVITY

MATCH STRENGTHS



- What is the task?
- What are your strengths?
- Group brainstorms for you.

WRITE DOWN SUGGESTIONS

Use that Strength

RECEIVE CHALLENGE

BRAINSTORM POSSIBLE SOLUTIONS

Work with your team to brainstorm possible solutions to a work challenge using your individual and collective strengths



PRESENT SOLUTIONS TO WHOLE GROUP



Me at MY Best



Us at OUR Best



Take-Aways

- Learning & growth mindsets
- Making it solid
- Exercising Character Strengths leads to:
 - Increased Positivity
 - Engagement in valued activities
 - A sense of meaning and purpose
 - Positive relationships



Thank You

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