Lunch ‘N’ Learn Series
Focusing on Your Strengths

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• Why should you focus on your strengths?
• VIA Character Strengths & StrengthsFinder 2.0
• Visualize, apply, and enhanced your learning
Each person has a unique set of talents and behaviors
Fixed mindset vs. growth mindset
Finding seeds of excellence on which to develop
Authentic happiness comes from identifying and cultivating your strengths and using them every day
The strengths movement in psychology, education, business, coaching and related fields offers a welcomed shift from a focus on deficits and weaknesses...

Two dominant strengths assessment instruments:
- StrengthsFinder (*Gallup Organization*)
- VIA Survey (*VIA Institute on Character*)
### VIA Survey and StrengthsFinder 2.0

<table>
<thead>
<tr>
<th>Strengths Finder 2.0</th>
<th>VIA Survey</th>
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<tbody>
<tr>
<td><strong>Orientation:</strong></td>
<td>Talent themes</td>
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<tr>
<td><strong>Domain(s):</strong></td>
<td>Work</td>
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<td><strong>Key question:</strong></td>
<td>What’s best about what you do at work?</td>
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<tr>
<td><strong>Strengths identified:</strong></td>
<td>Talents + skills</td>
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<tr>
<td><strong>Basis for validity:</strong></td>
<td>Polling &amp; surveys</td>
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<tr>
<td><strong>Strengths focus:</strong></td>
<td>Top 5 only</td>
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<td><strong>The scrutiny of science:</strong></td>
<td>Not peer-reviewed</td>
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• If you focus on certain parts of who you are, you can develop your character
• Instead of focusing on the things that could go wrong with us, we should celebrate the things that could go right
• Based on research, there are 6 virtues scientists agree lead to a more meaningful life; then 24 character strengths were developed as a way to develop a specific virtue
“Improve your character through mindful striving or let your character worsen through negligence and obliviousness.”

“Happiness comes from learning and practicing virtuous character strengths.”

~ Socrates, Plato & Aristotle

http://www.letitripple.org/hub
PERIODIC TABLE OF CHARACTER STRENGTHS

WHAT ARE YOUR STRENGTHS
AND WHICH ONES DO YOU WANT TO DEVELOP?

WISDOM  COURAGE  TEMPERANCE
CREATIVITY  BRAVERY  FORGIVENESS
CURIOSITY  PERSEVERANCE  GRATITUDE
LOVE OF LEARNING  HONESTY  HUMILITY
PERSPECTIVE  ENTHUSIASM  OPTIMISM

HUMANITY
LOVE  TEAMWORK
KINDNESS  FAIRNESS
SOCIAL INTELLIGENCE  LEADERSHIP
SOCIAL RESPONSIBILITY  SELF-CONTROL

TRANSCENDENCE
APPRICATION OF BEAUTY

WANT THE SCIENCE OF CHARACTER AND LEARN MORE AT WWW.LETITRipple.ORG

http://www.viacharacter.org/www/Character-Strengths/VIA-Classification
Reflect: Is what I’m about to do a reflection of who I am and who I want to be?

Character Strengths can be learned, practiced, and cultivated...
5 Ways to Develop Your Strengths at Work

• **Curiosity Habit:** In the morning, spend *10 minutes* reading and learning something new.

• **Creativity Habit:** Mind-map new ways we can serve our customers, before your morning coffee.

• **Gratitude Habit:** Find one way you had a positive impact on someone today, before walking in my front door.

• **Honesty Habit:** Acknowledge failures, fair criticisms and areas for ongoing learning and address the next day.

• **Leadership Habit:** Think about a leader you’ve admired, note down ways to channel their approach to your work.
“I’M NOT AFRAID OF STORMS. FOR I’M LEARNING TO SAIL MY SHIP.”

-Louisa May Alcott

#BRAVERY