

Signature Strengths



Signature or Character Strengths are the positive parts of your personality that impact how you think, feel and behave. Scientists have identified 24 character strengths that you have the capacity to express. Knowing and applying your highest character strengths is the key to you being your best self.

Staff should take the **VIA Character Strengths Survey** – <https://www.viacharacter.org/survey/account/register>

According to Seligman (2019), one of the most effective ways to develop and enhance signature strengths is to identify one target strength, set a specific and measurable goal related to that strength, and devise a concrete action plan to achieve the goal.

For instance, an individual might select curiosity as a target strength and plan to take part in activities that challenge their existing knowledge and skills. Likewise, a member of staff who wishes to focus on the love of learning could aim to learn five new words, including their meaning and usage each week.

Instructions

Adults should pick one of their top five strengths and write down their answers to the following questions:

- How do I use this strength already?
- In what areas of my life do I use this strength?
- What other areas in my life could I use it more?
- What are other ways I could use this strength?
- What is my plan? What exactly would I like to do? How frequently?
- When will this happen? What will happen if I achieve my goals?