



Enhance ALL elements of PERMA+ by focusing on
your Character Strengths day-to-day.

1. Identify Your Character Strengths

Complete the VIA Character Strengths Survey. Print and post your rank order of strengths somewhere you will see them every day (your refrigerator, workstation, or digital desktop). Becoming AWARE of your strengths is the first step to reaping the benefits.

- 2. Shine a Light on Your Signature Strengths!** The Character Strengths at the top of your list are known as your **Signature Strengths**. These are the strengths that come most naturally to you. No one has to remind you to use your Signature Strengths; these are where you innately shine. When you experience a challenge or adversity, you will most likely rely on your Signature Strengths to pull you through.

Further, your particular strengths profile is generally stable over time. That means, when you look at your Signature Strengths, you likely have as many stories to tell from childhood about those strengths as you do from last week. For example, if curiosity is at the top of your list, your parents will likely tell stories about you exploring the world or asking tons of questions at a young age. Or, if appreciation of beauty and excellence ranks high for you, perhaps you made your bed every day as a child. (See worksheet page 3.)

3. Find Your Strength's Sweet Spot

Our Signature Strengths enable us to be our very best, yet when overused can lead to challenges. Some refer to this as the “shadow side” of our signature strengths. To reap the full benefit of knowing and using our strengths, we must become masterful at finding the sweet spot — where our strengths are being used in the right context, at the right time, to the right degree, and for the benefit of ourselves and others.

LEARN Character Strengths *(continued)*

STRENGTH SWEET SPOT!



Sweet Spot Reflection

Strengths serve us best when they are balanced. Sometimes we overuse a strength while, other times, we underuse a strength. What we want to do is find our strength's sweet spot. As you go to the right, think about what "too much" of this strength may look like. For example, someone who leans too heavily into their leadership may come across as bossy. On the other hand, someone could come across as not interested if they don't leverage their leadership. What does "too much" and "too little" look like for each of your strengths? What is your "strength's sweet spot" when you are at your best? (See worksheet page 4.)

4. Set Your Strengths Goal

Strengths are best when they are mindfully and intentionally put into action. Set a goal to use one of your Signature Strengths in a deliberate, thoughtful and unique way for each of the next 7 days. Reflect and consider the impact of keeping that strength top of mind. How has it affected you? And, those around you? Then, set another strength goal for the next seven days, and repeat through each of your five Signature Strengths. Pause with each to understand its effect on you and others. (See worksheet page 5.)

5. Share Your Strengths

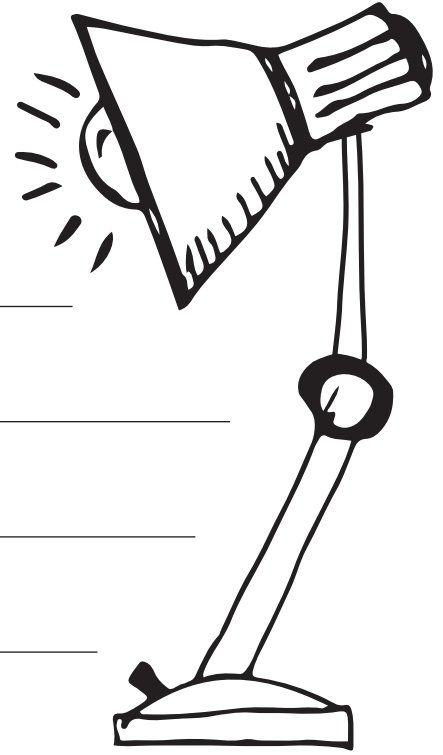
Ever feel taken advantage of for your strengths? As though, just because you are high in perseverance and never give up, you tend to end up with the longer/larger work tasks assigned to you? Or maybe, your family is always teasing you for what you now know is the overuse of your signature strengths?

To reap the relationship benefits of strengths, we must share our strengths. Find time to sit with a loved one, close friend, or colleague and discuss your strengths. Encourage them to take the VIA survey and identify and share their strengths back with you. (See printable decks starting on page 7.)

Shine a Light on YOUR Signature Strengths!

List your 5 Signature Strengths below and then answer the reflection questions.

1. _____
2. _____
3. _____
4. _____
5. _____



Signature Strengths Practice

- What did you learn about yourself by taking the VIA? _____

- What surprised you most about your VIA results? _____

- How do your Signature Strengths enable you to succeed at school/work? _____

- How do your Signature Strengths show up in your personal life/relationships? _____

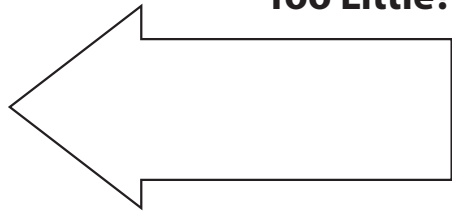
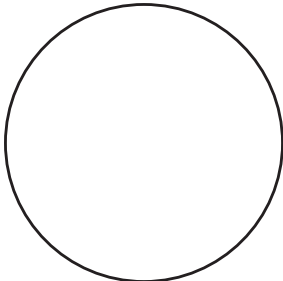
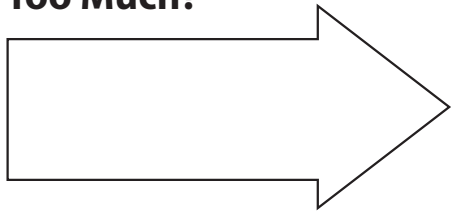
- Are there any ways in which your strengths hinder you? _____

Find Your Sweet Spot

Directions: Pick 3 of your top Character Strengths and write them in the numbered spaces below. Reflect on times each strength has helped you (**Sweet Spot**), hindered you (**Too Much**), or failed to activate when needed (**Too Little**). At the center, write down some words or phrases of what that strength looks like for you when you are at your BEST. For example, for the strength of leadership, someone at their best may describe themselves as visionary, bold, detail oriented, and supportive. All of us can use too much or too little of each of our strengths. As you go to the right, write down what it might look like if you use “too much” of your strength. For example, someone who leans too heavily into their leadership may come across as bossy. As you go to the left, write down what it might look like if you don’t leverage enough of your strength. Someone who doesn’t leverage their leadership strength may come across as not interested. Repeat this for each of your strengths.

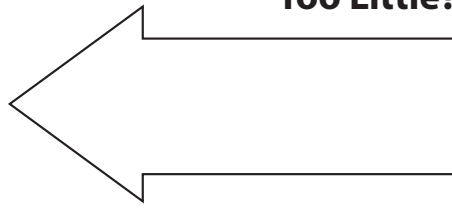
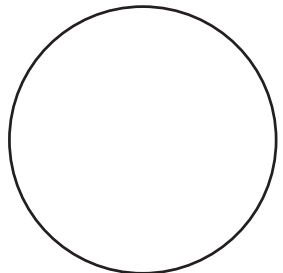
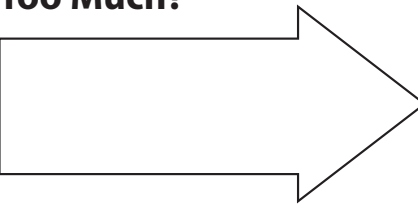
Strength #1: _____

SWEET SPOT!

Too Little?   **Too Much?** 

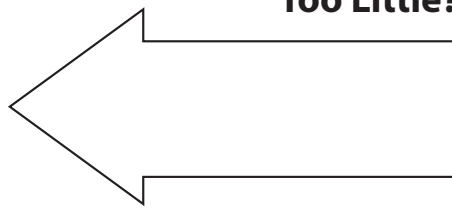
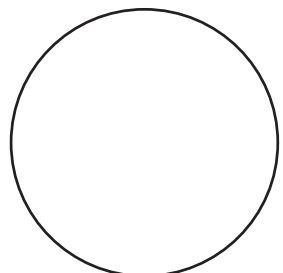
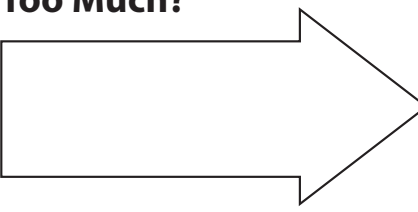
Strength #2: _____

SWEET SPOT!

Too Little?   **Too Much?** 

Strength #3: _____

SWEET SPOT!

Too Little?   **Too Much?** 

Set Your Strengths Goals

Set a goal to use one of your Signature Strengths in a deliberate, thoughtful and unique way for each of the next 7 days. Reflect on the impact of keeping that strength top of mind.

Day #1 Goal: _____

How has using this strength affected you? And, those around you?

Day #2 Goal: _____

How has using this strength affected you? And, those around you?

Day #3 Goal: _____

How has using this strength affected you? And, those around you?

Day #4 Goal: _____

How has using this strength affected you? And, those around you?

Set Your Strength Goals (continued)

Day #5 Goal: _____

How has using this strength affected you? And, those around you?

Day #6 Goal: _____

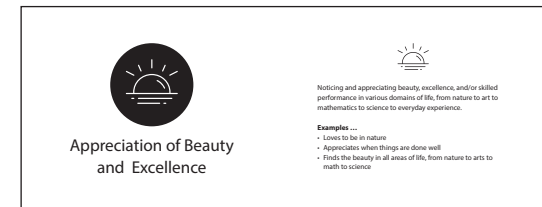
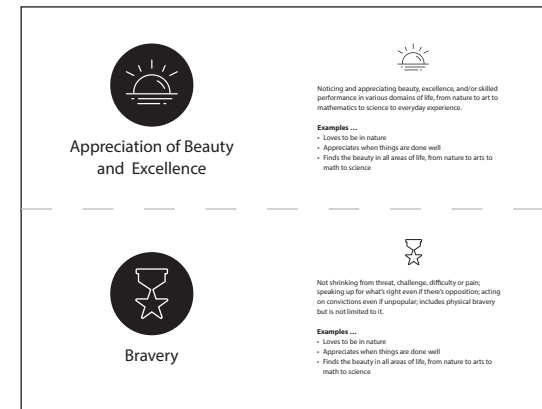
How has using this strength affected you? And, those around you?

Day #7 Goal: _____

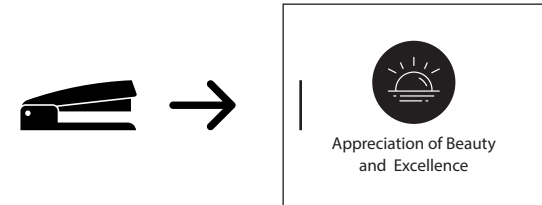
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6. Share your Signature Strengths with people you learn, work, live and socialize with. Encourage them to take the VIA Character Survey too!



Fold ↗





Appreciation of Beauty and Excellence



Noticing and appreciating beauty, excellence, and/or skilled performance in various domains of life, from nature to art to mathematics to science to everyday experience.

Examples ...

- Loves to be in nature
- Appreciates when things are done well
- Finds the beauty in all areas of life, from nature to arts to math to science



Bravery



Not shrinking from threat, challenge, difficulty or pain; speaking up for what's right even if there's opposition; acting on convictions even if unpopular; includes physical bravery but is not limited to it.

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Examples ...

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Taking an interest in ongoing experience for its own sake; finding subjects and topics fascinating; exploring and discovering.

Examples ...

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- Is open to new experiences
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Fairness



Treating all people the same according to notions of fairness and justice; not letting feelings bias decisions about others; giving everyone a fair chance.

Examples ...

- Cares about equality
- Speaks up for others
- Believing everyone is good at something
- Treats everyone the same
- Gives everyone a fair chance



Forgiveness



Forgiving those who have done wrong; accepting others' shortcomings; giving people a second chance; not being vengeful.

Examples ...

- Is nice even when someone makes a mistake
- Tries not to get angry
- Gives people a second chance
- Doesn't hold a grudge



Gratitude



Being aware of and thankful for the good things that happen; taking time to express thanks.

Examples ...

- Says "thank you"
- Is appreciative
- Keeps a gratitude journal
- Notices and celebrates the little things in life



Honesty



Speaking the truth but more broadly presenting oneself in a genuine way and acting in a sincere way; being without pretense; taking responsibility for one's feelings and actions.

Examples ...

- Telling the truth
- Saying what is on your mind
- Keeping promises to others
- Saying what you like and don't like
- Admits when you make a mistake
- Acts with integrity



Hope

Expecting the best in the future and working to achieve it; believing that a good future is something that can be brought about.

Examples ...

- Expects the best
- Optimistic
- Believing things will get better even when it is hard



Humility

Letting one's accomplishments speak for themselves; not regarding oneself as more special than one is.

Examples ...

- Puts attention on others
- Doesn't brag about accomplishments
- Gives credit to other people when working together
- Is humble





Humor



Liking to laugh and tease; bringing smiles to other people; seeing the light side; making (not necessarily telling) jokes.

Examples ...

- Seeing the funny side of things
- Loves to make jokes
- Enjoys laughing



Judgment



Thinking things through and examining them from all sides; not jumping to conclusions; being able to change one's mind in light of evidence; weighing all evidence fairly.

Examples ...

- Listens to what other people think
- Critical thinking
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Doing favors and good deeds for others; helping them; taking care of them.

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Leadership



Encouraging a group of which one is a member to get things done and at the same time maintain good relations within the group; organizing group activities and seeing that they happen.

Examples ...

- Encourages and motivates others
- Sets a good example
- Getting other people excited about an activity
- Listens to opinions and feelings of group members
- Is a good organizer



Love



Valuing close relations with others, particular those in which sharing and caring are reciprocated; being close to people.

Examples ...

- Is a good listener
- Good friend to others
- Is trustworthy and trusts others
- Giving hugs to people you love
- Loves to be close to people



Love of Learning



Mastering new skills, topics, and bodies of knowledge, whether on one's own or formally; related to the strength of curiosity but goes beyond it to describe the tendency to add systematically to what one knows.

Examples ...

- Asking a lot of questions
- Loves to problem-solve through things
- Reading lots of books
- Saying "tell me more about that please"
- Curious and interested in the world



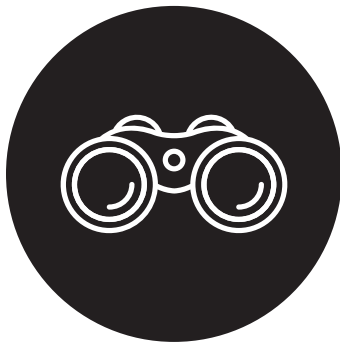
Perseverance



Finishing what one starts; persevering in a course of action in spite of obstacles; “getting it out the door”; taking pleasure in completing tasks.

Examples ...

- Saying “I can do this!” when something is hard
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Perspective



Being able to provide wise counsel to others; having ways of looking at the world that makes sense to oneself/others.

Examples ...

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- Seeing the “big picture”
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- Good listener
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Being careful about one's choices; not taking undue risks; not saying or doing things that might later be regretted.

Examples ...

- Not taking unnecessary risks
- Planning ahead
- Is very careful
- Thinks about the long-term



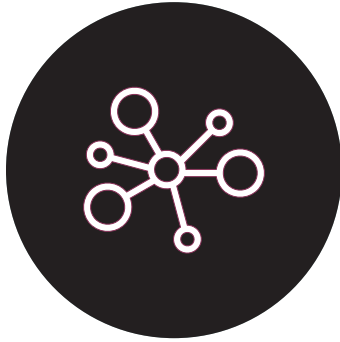
Self-Regulation

Regulating what one feels and does; being disciplined; controlling one's appetites and emotions.

Examples ...

- Manages feelings and actions well
- Takes good care of body and mind
- Loves routines
- Is disciplined





Social Intelligence



Being aware of the motives/feelings of others and oneself;
knowing what to do to fit into different social situations;
knowing what makes other people tick.

Examples ...

- Aware of your own and others thoughts and feelings
- Knows how to make other people happy
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Spirituality



Having coherent beliefs about the higher purpose and
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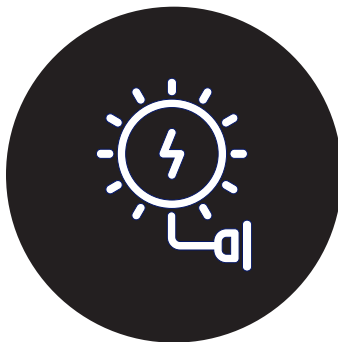
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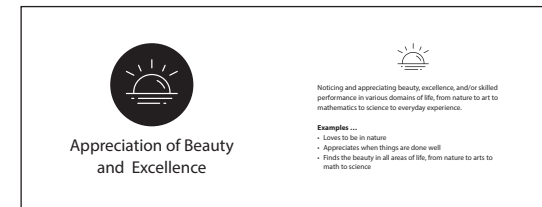
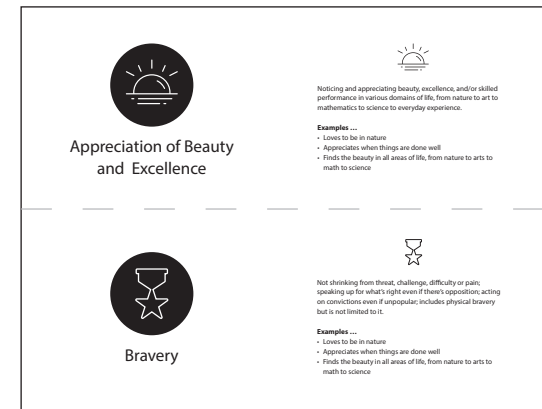
Approaching life with excitement and energy not doing things halfway or half heartedly; living life as an adventure; feeling alive and activated.

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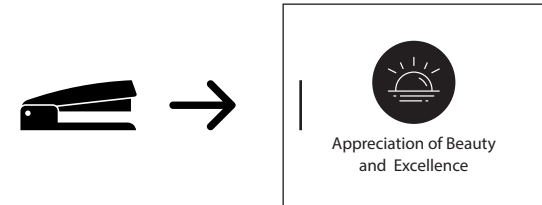
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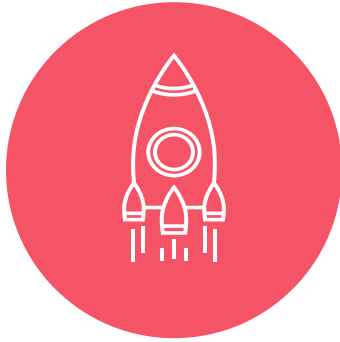
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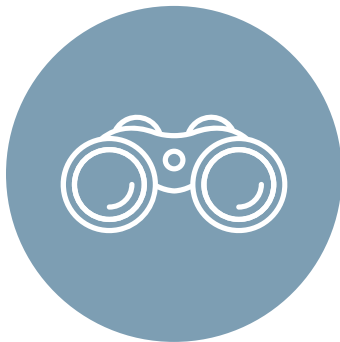
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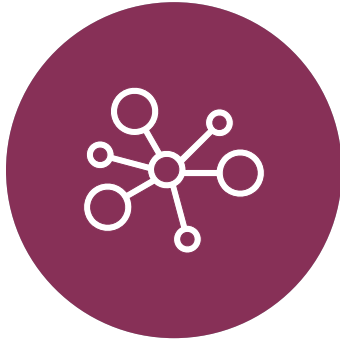
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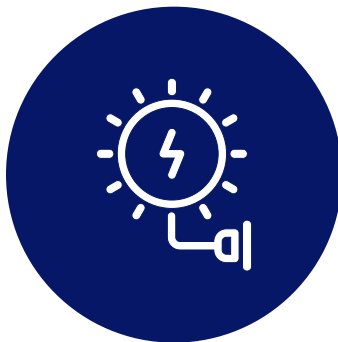
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