

Strengths Masterclass

FutureWomen
MIM BARTLETT

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OBJECTIVES FOR TODAY'S SESSION

- Understand you at your best
- Explore your key strengths using the VIA Character Strengths Tool and how to leverage them for greater success

WHY FOCUS ON STRENGTHS?

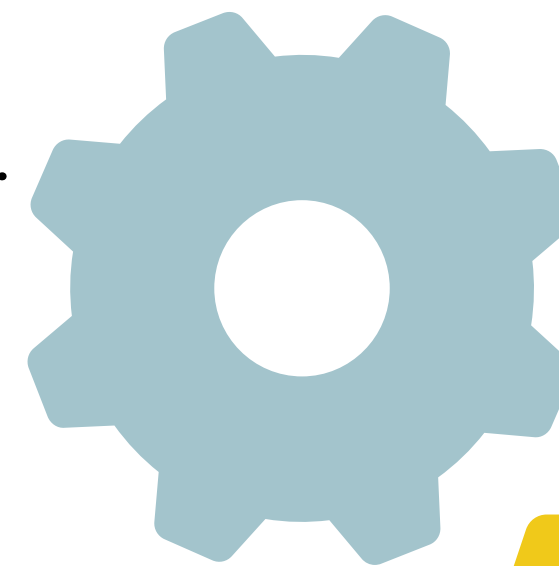
While no one wants to be average, only 20% of workers believe their jobs allow them to do what they do best. Top performers excel by focusing on their strengths, identifying them and then putting them at the centre of their work and building on them.

POSITIVE PSYCHOLOGY

Positive psychology is
the scientific study of:

WHAT GOES
RIGHT IN LIFE

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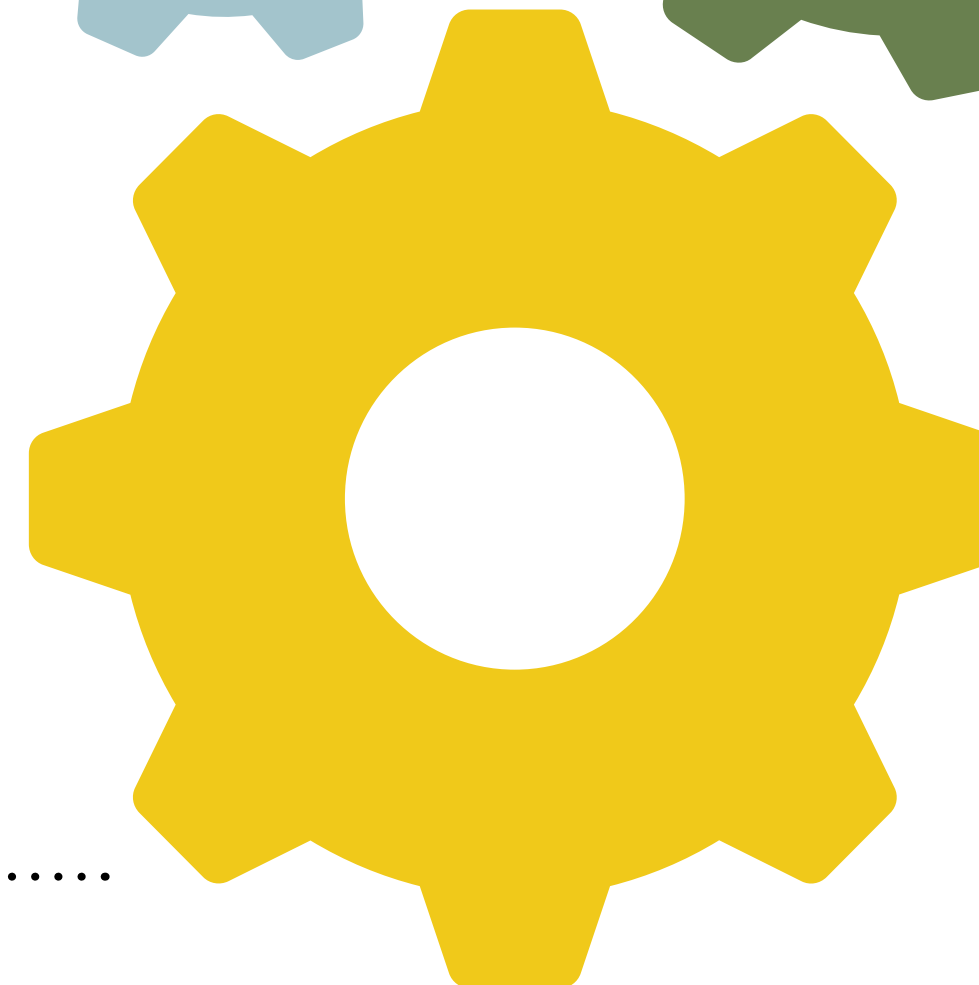


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STRENGTHS,
OPTIMISM AND
HAPPINESS

CONDITIONS WHICH
CONTRIBUTE TO
THE FLOURISHING
OF INDIVIDUALS,
GROUPS AND
INSTITUTIONS

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WHAT IS A STRENGTH?

“Character strengths are the backbone of flourishing. Using and building on your strengths gives you more positive emotion, more engagement, better relationships, more meaning and more accomplishment.”

– Martin Seligman

WHAT IS A STRENGTH?

“A strength is a pre-existing capacity for a particular way of behaving, thinking or feeling that is authentic and energising to the user, and enables optimal functioning, development and performance. Your strengths are the activities that consistently make you productive, energised and engaged.”

– Martin Seligman

WHY STRENGTHS?

“It takes far more energy to improve from incompetence to mediocrity than to improve from first rate performance to excellence.”

– Peter Drucker

VIA CHARACTER STRENGTHS

Developed by Martin Seligman and Chris Peterson (2000-2004), the VIA Character Strengths survey is a widely used and respected way for you to quickly get a handle on those qualities that come most naturally to you - your signature strengths.

The 24 strengths are grouped in 6 core virtues:

- > Courage
- > Justice
- > Wisdom and knowledge
- > Temperance
- > Humanity
- > Transcendence

BREAKOUT ROOM: YOU AT YOUR BEST

ANSWER THE FOLLOWING QUESTIONS...

1. What is a time when you were at your best at work, when you felt present and successful?
2. What were you doing?
3. What strengths were you using?
4. What strategies can you put in place to be at your best more often?

24 CHARACTER STRENGTHS

1. Appreciation of Beauty & Excellence

I recognize, emotionally experience, and appreciate the beauty around me and the skill of others.

2. Bravery

I act on my convictions, and I face threats, challenges, difficulties, and pains, despite my doubts and fears.

3. Creativity

I am creative, conceptualizing something useful, coming up with ideas that result in something worthwhile.

4. Curiosity

I seek out situations where I gain new experiences without getting in my own or other people's way.

5. Fairness

I treat everyone equally and fairly, and give everyone the same chance applying the same rules to everyone.

6. Forgiveness

I forgive others when they upset me and/or when they behave badly towards me, and I use that information in my future relations with them.

7. Gratitude

I am grateful for many things and I express that thankfulness to others.

8. Honesty

I am honest to myself and to others, I try to present myself and my reactions accurately to each person, and I take responsibility for my actions.

9. Hope

I am realistic and also full of optimism about the future, believing in my actions and feeling confident things will turn out well.

10. Humility

I see my strengths and talents but I am humble, not seeking to be the center of attention or to receive recognition.

11. Humor

I approach life playfully, making others laugh, and finding humor in difficult and stressful times.

12. Judgment

I weigh all aspects objectively in making decisions, including arguments that are in conflict with my convictions.

13. Kindness

I am helpful and empathic and regularly do nice favors for others without expecting anything in return.

14. Leadership

I take charge and guide groups to meaningful goals, and ensure good relations among group members.

15. Love

I experience close, loving relationships that are characterized by giving and receiving love, warmth, and caring.

16. Love of Learning

I am motivated to acquire new levels of knowledge, or deepen my existing knowledge or skills in a significant way.

17. Perseverance

I persist toward my goals despite obstacles, discouragements, or disappointments.

18. Perspective

I give advice to others by considering different (and relevant) perspectives and using my own experiences and knowledge to clarify the big picture.

19. Prudence

I act carefully and cautiously, looking to avoid unnecessary risks and planning with the future in mind.

20. Self-Regulation

I manage my feelings and actions and am disciplined and self-controlled.

21. Social Intelligence

I am aware of and understand my feelings and thoughts, as well as the feelings of those around me.

22. Spirituality

I feel spiritual and believe in a sense of purpose or meaning in my life; and I see my place in the grand scheme of the universe and find meaning in everyday life.

23. Teamwork

I am a helpful and contributing group and team member, and feel responsible for helping the team reach its goals.

24. Zest

I feel vital and full of energy, I approach life feeling activated and enthusiastic.

VIA CHARACTER STRENGTHS

www.viacharacter.org/character-strengths

BRINGING YOUR STRENGTHS TO LIFE

- 1.** How do you use your top 5 strengths at work?
How do you use them outside work?
- 2.** Think about a strength that will best support you right now. Which one and how will you apply that more in your life?
- 3.** Which one of your top 5 strengths do you overplay? And how might you dial it down?

* Gratitude, love, hope zest and curiosity.

BREAKOUT ROOM: STRENGTHS CHAT

- **Describe each of your top 5 strengths and how you use each of them in your life.**

You have 1 minute to discuss each of your strengths - so a total of 5 mins per person.

Practise mindfulness listening as the listener (ie; no interruptions or comments).

Once you have all shared your strengths, use the remaining time to debrief in normal conversation mode and share how that process was for you as the listener and as the speaker.

OVERPLAY AND UNDERPLAY

STRENGTH	OVERUSE	UNDERUSE
Creativity	Eccentricity	Conformity
Curiosity	Nosiness	Disinterest
Open-mindedness	Cynicism	Unreflective
Perspective	Overbearing	Shallowness
Bravery	Foolhardiness	Cowardice
Honesty	Righteousness	Phoniness
Zest	Hyperactive	Sedentary
Love	Emotional promiscuity	Emotional isolation
Kindness	Intrusiveness	Indifference
Social Intelligence	Over analysis	Cluelessness
Teamwork	Dependent	Selfishness
Fairness	Detachment	Partisanship

OVERPLAY AND UNDERPLAY ...continued

STRENGTH	OVERUSE	UNDERUSE
Leadership	Despotism	Compliance
Forgiveness	Permissive	Merciless
Modesty/Humility	Self deprecating	Baseless self esteem
Prudence	Stuffiness	Sensation seeking
Self-Regulation	Inhibition	Self indulgence
Appreciation of Beauty & Excellence	Perfectionism	Individualism
Hope	Pollyannism	Negativity
Humour	Giddiness	Over serious
Religiousness	Fanaticism	Anomie (without law)
Gratitude	Ingratiation	Individualism
Love of Learning	Not enough application of learning	Stagnant in learning
Perserverance	Dog with a bone	Gives up too easily

Thanks for being part of today!
For more information about Mim's
Leadership programs and Coaching,
please visit www.mimbartlettconsulting.com.au