



The Flourished You Strengths Guide

A guidebook for strengths exploration and cultivation.

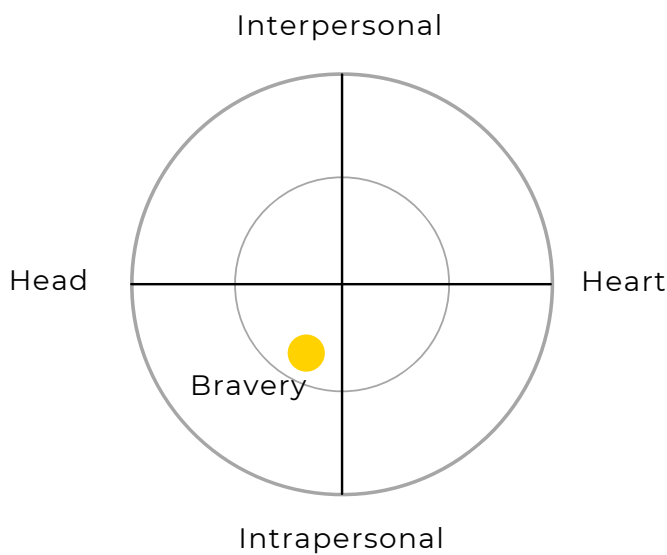


Courage

Brav·er·y

noun

The quality or state of having or showing mental or moral strength to face danger, challenge, fear or difficulty. Speaking up for what is right; acting on convictions even if unpopular.



Strength Correlation

1. Perspective
2. Social Intelligence
3. Honesty
4. Creativity
5. Hope

Research Highlights

- General courage (something that would be courageous for anyone) is associated more with the presence of strengths than personal courage (something courageous for the individual, such as facing fear or heights).
- Lowers anxiety, which in turn enhances the ability to tolerate ambiguous situations.
- Builds resilience as challenges are overcome and active coping skills are built.



Questions for *Strength Building*

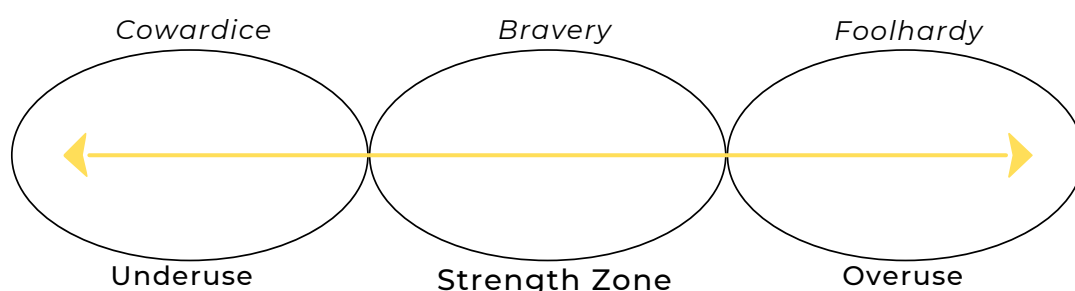
How best do you use your bravery (with a physical challenge, a psychological hurdle or a moral dilemma)?

How does bravery cause others to both admire you and worry about you?

In the past which strength have combined best with bravery for you? To what end?

Bravery *Interventions*

- 1** If you notice bravery in others, share your observation with them. This increases your awareness and thus increases your psychological bravery.
- 2** When you have shown bravery, think about the outcome of your action. For example, think about the person being helped, remember the goodness of the action or think about the commitment to act.



Transcendence

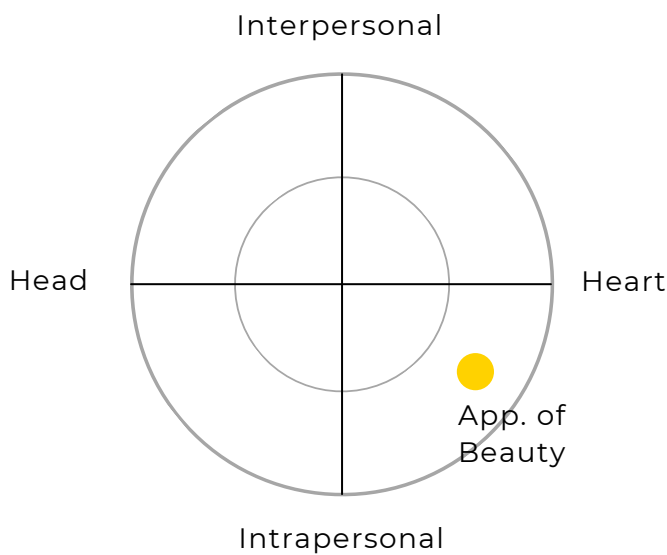


Appreciation of Beauty & Excellence



noun

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.



Strength Correlation

1. Gratitude
2. Curiosity
3. Love of learning
4. Kindness
5. Creativity

Research Highlights

- Involves appreciating natural or abstract beauty (produces awe or wonder); excellence/ skill/talent (produces admiration); virtue or moral goodness (produces elevation).
- One of the strengths most associated with a variety of health behaviors.
- Elevation has been shown in several studies to lead to more prosocial or altruistic behavior.



Questions for *Strength Building*

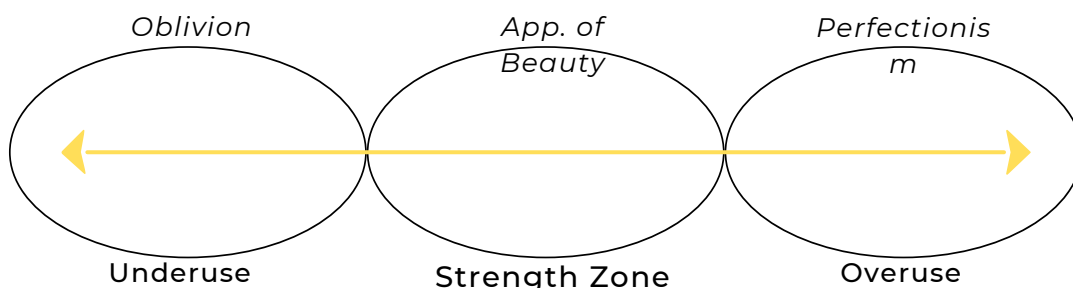
Do you resonate more with the appreciation of excellence or of beauty? Why?

What are examples or experiences that lead you to feel awe vs. admiration vs. elevation?

How does this strength impact your work and relationships?

App. of Beauty *Interventions*

- 1 Take time each day to notice beauty in either nature, art, or in the moral goodness of others and then write briefly about the beauty and what you experienced in a journal (Diessner, Rust, Solom, Frost, & Parsons, 2006).
- 2 Go on “beauty walks.” Research shows that a directed-attention walk in nature can lead to greater mindfulness of beauty (Diessner, Woodward, Stacy, & Mobasher, 2015).



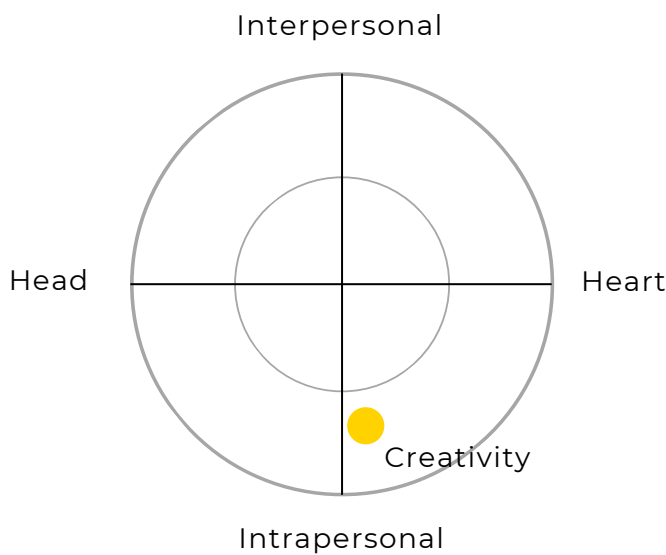


Wisdom Creativity



noun

Thinking of novel and productive ways to conceptualize and do things; includes artistic achievement but is not limited to it.



Strength Correlation

1. Curiosity
2. Bravery
3. Perspective
4. Zest
5. Judgment/critical thinking

Research Highlights

- One of the most common strengths in young children.
- Enhanced by supportive, open, informal, and reinforcing environments.
- Limited by time pressure, close supervision, and critical examination.



Questions for *Strength Building*

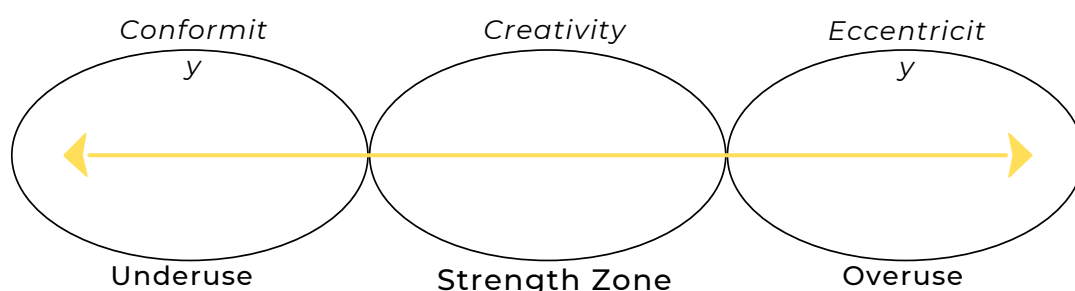
In what situations are you most creative?

How does creativity help you solve problems?

What holds you back from expressing your creativity?

Creativity *Interventions*

- 1 Encourage an individual to “be creative” before a thinking task or problemsolving activity. This is one of the oldest findings in the science of creativity (Nusbaum, Silvia, & Beaty, 2014).
- 2 Develop divergent thinking, which means to generate multiple alternate solutions, instead of searching for one “correct” solution (Scott, Leritz, & Mumford, 2004). After you name a problem, brainstorm a list of ideas of potential solutions.

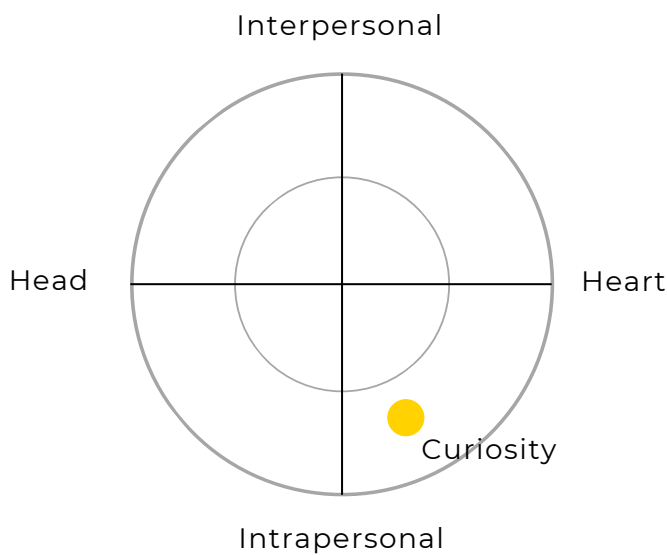




Wisdom Curiosity

noun

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



Strength Correlation

1. Zest
2. Love of learning
3. Creativity
4. Hope
5. Perspective

Research Highlights

- One of the five strengths most connected with happiness/life satisfaction.
- One of the five most frequently endorsed strengths around the world.
- One of the strengths most aligned with a life of engagement.
- Connected with intelligence, life longevity, meaning, and good relationships.



Questions for *Strength Building*

How does your curiosity present across the different domains of life?

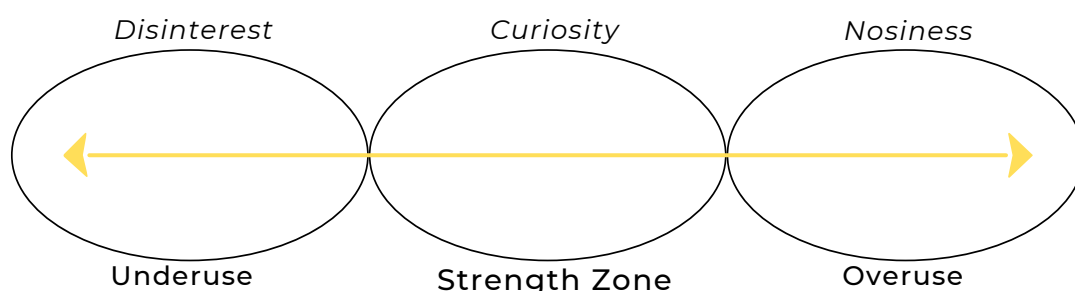
Where do you feel most comfortable being curious?

In what situations does your curiosity get you in trouble?

What blocks or interferes with your curiosity?

Curiosity *Interventions*

- 1 Consider an activity that you dislike. Pay attention to three novel features of this activity while you do it (Langer, 2006).
- 2 Practice active curiosity, in which you actively explore your environment, rather than passive curiosity, in which you are only curious when something new pops up in your environment (Kashdan, 2009).

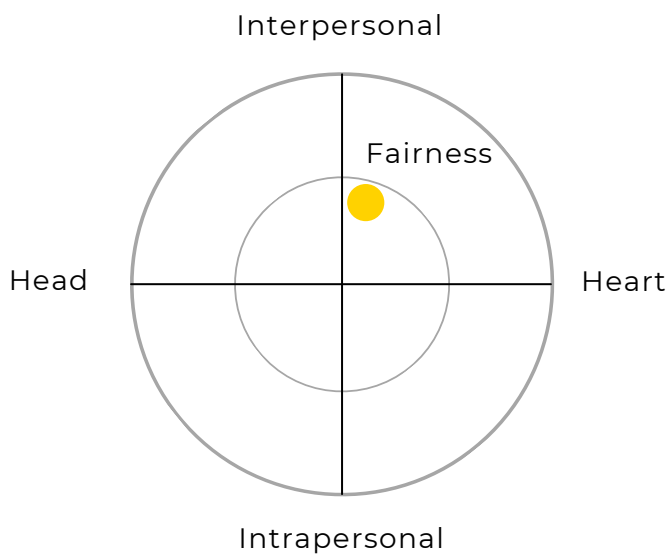




Justice Fairness

noun

The quality or state of having or showing mental or moral strength to face danger, challenge, fear or difficulty. Speaking up for what is right; acting on convictions even if unpopular.



Strength Correlation

1. Leadership
2. Teamwork
3. Forgiveness
4. Kindness
5. Honesty

Research Highlights

- One of the five most frequently endorsed character strengths across the globe.
- Fair-minded individuals are more likely to engage in positive, prosocial behavior and less likely to engage in immoral behavior.
- Three types of fairness: procedural justice (the methods used are fair); **distributive** justice (the ultimate resolution is fair); **interactional** justice (individuals are treated with dignity and respect when policies and procedures are implemented).



Questions for *Strength Building*

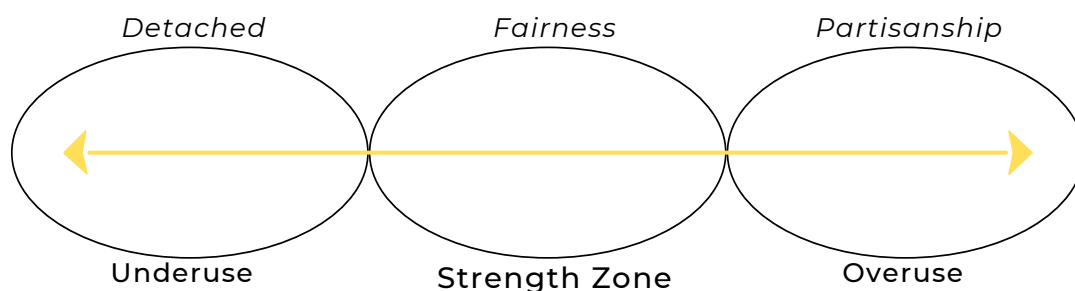
What situations at work or home challenge your capacity to be fair?

When you perceive an injustice, how might you take action (or appropriate inaction) in a productive way that uses many of your strengths?

What are three small examples in which you use fairness each day?

Fainess *Interventions*

- 1** Increase your fairness by involving others in decisions that impact them and allow others to disagree and refute ideas and assumptions (Kim & Mauborgne, 1997).
- 2** Offer clear explanations for final decisions that are made and ensure understanding of the expectations for any new rules/policies (Kim & Mauborgne, 1997).
- 3** Facilitate discussions around moral dilemmas or stories that present conflicting perspectives where tolerance, open-mindedness, and perspective-taking can be practiced (Berkowitz, 1985).



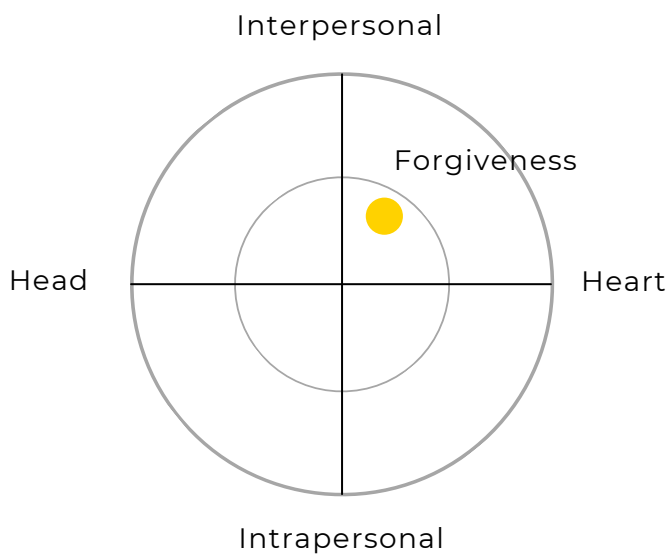


Temperance

Forgiveness

noun

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



Strength Correlation

1. Fairness
2. Leadership
3. Teamwork
4. Kindness
5. Love

Research Highlights

- Forgiveness is distinct from denial, condoning, pardoning, forgetting, and reconciliation.
- Forgiveness is associated with many physical and psychological health benefits, such as emotional wellbeing, healthy lifestyle behaviour's, social support, and spiritual wellbeing.
- People who are forgiving experience less anger, anxiety, depression, and hostility than less-forgiving people.



Questions for *Strength Building*

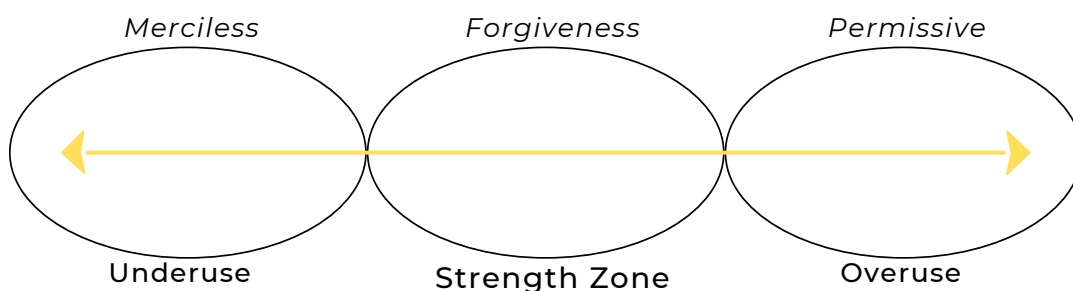
Can you think of a time when you truly forgave someone but did not forget their transgression?

How does it feel in your body when you fully forgive someone?

Consider a time when you forgave someone who did not first apologize to you. What character strengths did you use to do that?

Forgiveness Interventions

- 1** Practice compassion-focused reappraisal: After someone offends you, take time to think about how the offender is a complex human being who needs to experience positive growth and transformation, rather than seeing them in all-or-none/good-or-bad terms (Witvliet et al., 2011, 2010).
- 2** Engage in cognitive processing following a minor offense by someone by writing about the personal benefits that resulted from the offense (McCullough, Root, & Cohen, 2006).
- 3** Remind yourself that forgiveness is an ongoing process to be repeated with sustained effort over time (Baskin & Enright, 2004).



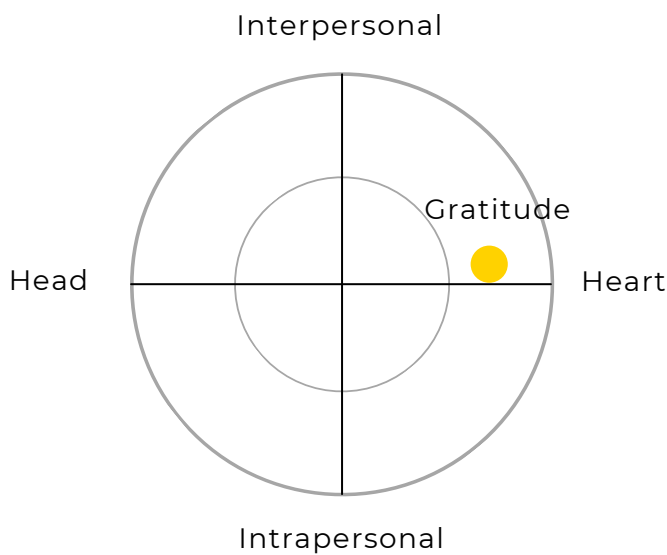


Courage Gratitude



noun

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



Strength Correlation

1. Kindness
2. Love
3. Hope
4. Spirituality
5. Zest

Research Highlights

- One of the five strengths most associated with life satisfaction/happiness.
- One of the strengths most connected with a meaningful life.
- Contributes to a number of psychological and physical health benefits.
- Associated with achievement, work satisfaction, and work "callings."



Questions for *Strength Building*

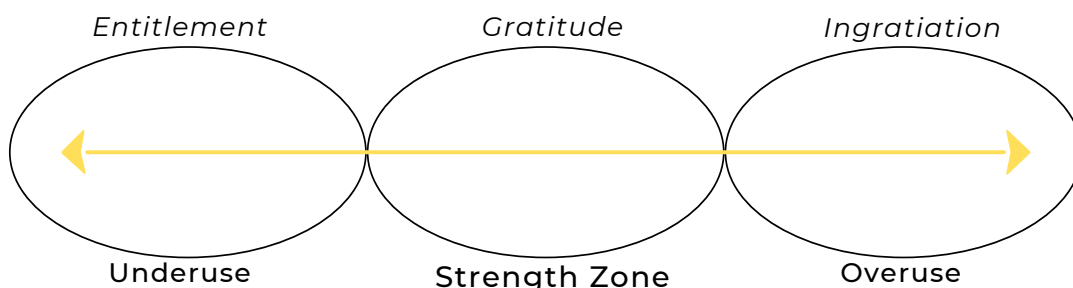
What are the situations in which you are most likely to express gratitude?

How might you remember to think from a perspective of gratitude for the “little things” throughout your day?

Are there certain people whom you struggle to express gratitude to? How might you use other strengths to help you in these situations?

Gratitude *Interventions*

- 1 At the end of each day for the next week, write down three things you are grateful for and explain why they occurred (Gander et al., 2013; Seligman et al., 2005). Be sure to not repeat the examples from day to day.
- 2 Write a gratitude letter to someone to whom you are especially grateful and who you have not properly thanked. If appropriate, make a gratitude visit and deliver the letter face-to-face (Gander et al., 2013; Seligman et al., 2005).

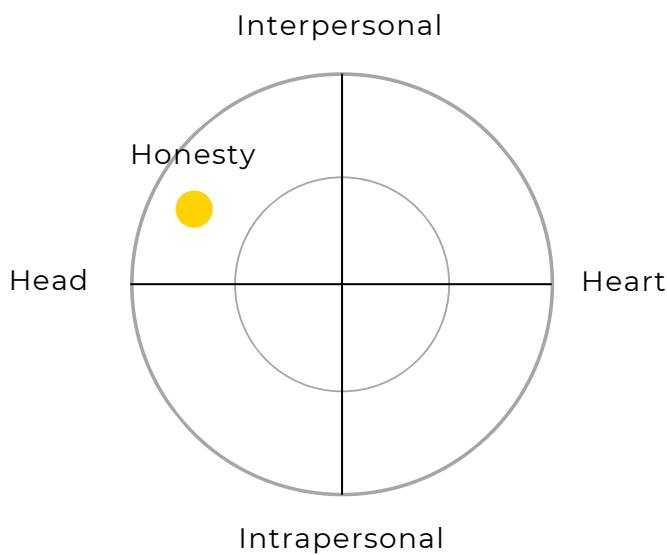




Courage Honesty

noun

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.



Strength Correlation

1. Perseverance
2. Perspective
3. Kindness
4. Fairness
5. Bravery

Research Highlights

- Linked with self-concordance: The extent to which your goals accurately represent your implicit interests and values.
- One of the five character strengths most endorsed around the world.
- Allows for a more accurate self-assessment of your intentions and commitments, both to others and yourself.



Questions for *Strength Building*

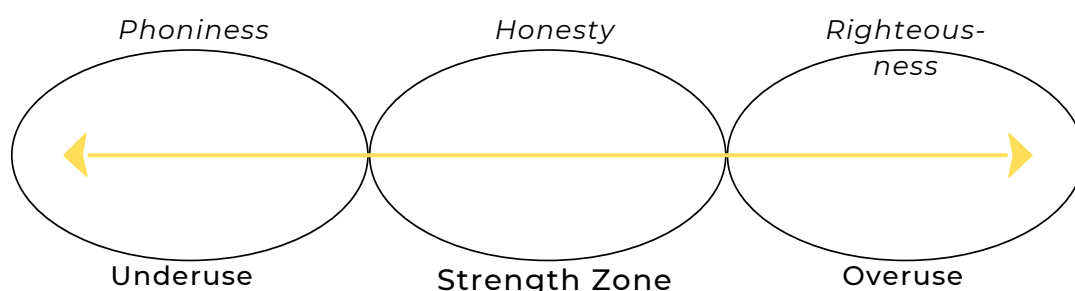
How best do you use your bravery (with a physical challenge, a psychological hurdle or a moral dilemma)?

How does bravery cause others to both admire you and worry about you?

In the past which strength have combined best with bravery for you? To what end?

Honesty *Interventions*

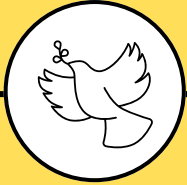
- 1 When possible, encourage others to behave with a full sense of choice and self-expression which supports authenticity/honesty (Sheldon, Ryan, Rawsthorne, & Ilardi, 1997).
- 2 One should be encouraged to express oneself consistently across settings and roles rather than acting in a particular manner at home and dramatically different at work (Sheldon et al., 1997).





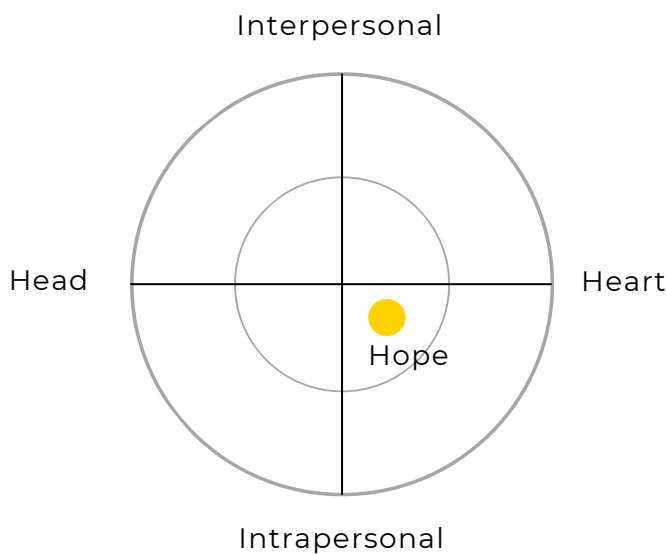
Transcendence

Hope



noun

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



Strength Correlation

1. Zest
2. Gratitude
3. Perspective
4. Perseverance
5. Love

Research Highlights

- One of the five strengths most associated with life satisfaction/happiness.
- Strongly linked with meaning, engagement, and pleasure.
- Involves two types of thinking: (1) agency thinking: perceiving you can keep up the energy and motivation to follow through with goals; (2) **pathways thinking**: perceiving you can create goals and follow any of multiple ways to reach them.



Questions for *Strength Building*

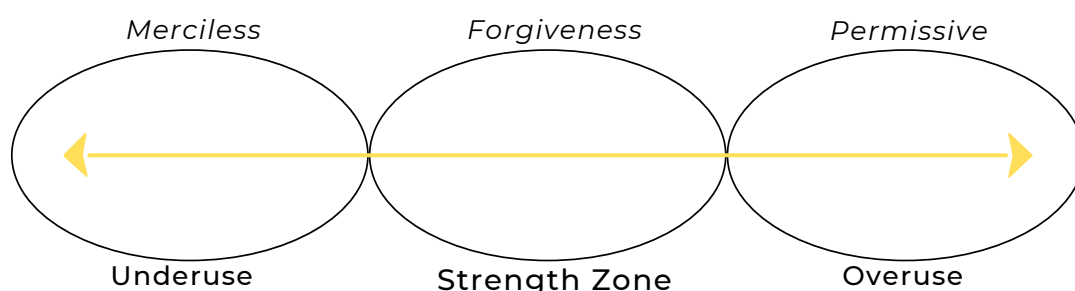
What leads you to sustain your hope levels?

How does hope help you at challenging times?

How do you balance what is realistic and what is unrealistic in terms of your hope and optimism?

Hope *Interventions*

- 1 Visualize and write about your best possible self at some point in the future. Clearly see your life positively developed across three domains: personal, relational, and professional (Meevissen, Peters, & Alberts, 2011; Peters; Flink, Boersma, & Linton, 2010).
- 2 Set a goal and boost your hopeful thinking by writing down many pathways to reach the goal and write down the many reasons you will be able to reach it (Feldman & Dreher, 2012; Snyder, Rand, & Sigmon, 2002).
- 3 Journal about good and bad events. Write about why the good events will last and spread, and how they relate to your actions. Write about why bad events will pass quickly, are limited in their effect, and why you aren't completely to blame (Seligman, 1991).



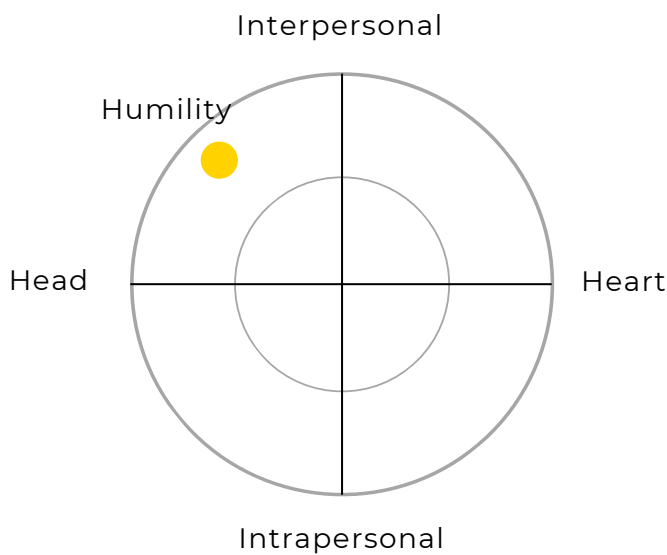


Temperance

Humility

noun

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



Strength Correlation

1. Prudence
2. Fairness
3. Honesty
4. Teamwork
5. Kindness

Research Highlights

- Humility is consistently one of the least endorsed strengths across the globe.
- Humility involves an accurate self-assessment, recognition of limitations, and a forgetting of the “self.”
- Humility strengthens social bonds.
- Humble people are more helpful than less humble people.



Questions for *Strength Building*

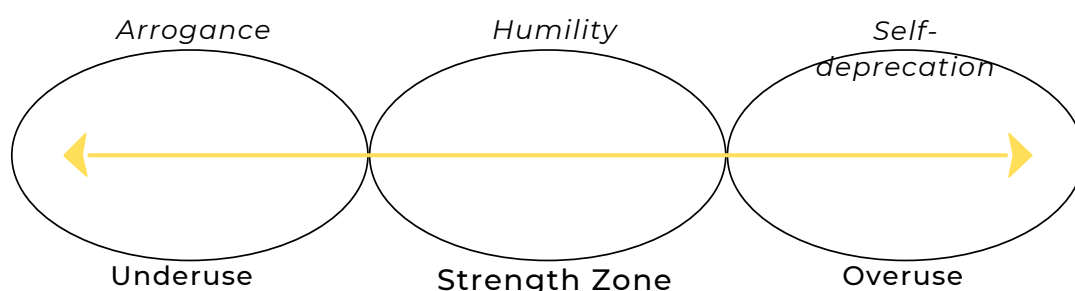
Can you think of a time when you regret being humble? Is there a way you could make a slight change yet retain humility?

What are the obstacles to your expressing greater humility in your life?

How do you balance humility with ego-driven desires for recognition and praise?

Humility *Interventions*

- 1 Write about a time in your life when you felt humility. How did you feel and what did you think? Be sure to make the humility experience genuine and not self-deprecatory (Exline & Geyer, 2004; Kesebir, 2014).
- 2 Look for exemplars or heroes of humility and write about their characteristics to help you “starve” your arrogant nature and “feed” your humble nature (Worthington, 2007).





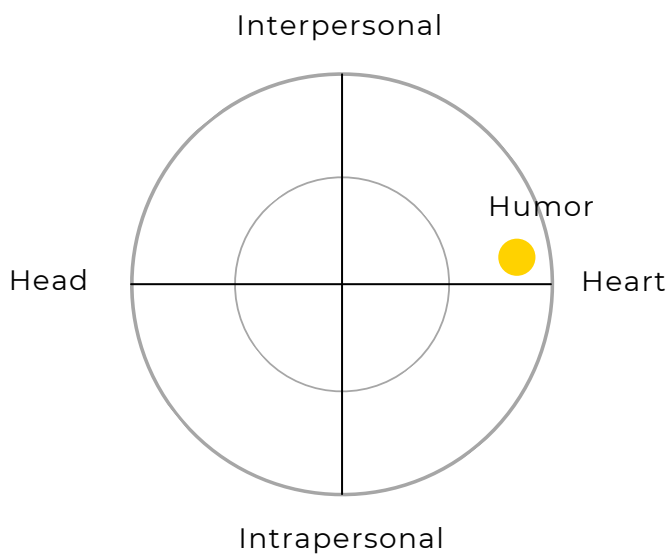
Transcendence

Humor



noun

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



Strength Correlation

1. Social intelligence
2. Zest
3. Kindness
4. Hope
5. Love

Research Highlights

- One of the five strengths most associated with life satisfaction/happiness.
- One of the strengths most connected with pleasure/ positive emotion.
- Connected with a number of health benefits.



Questions for *Strength Building*

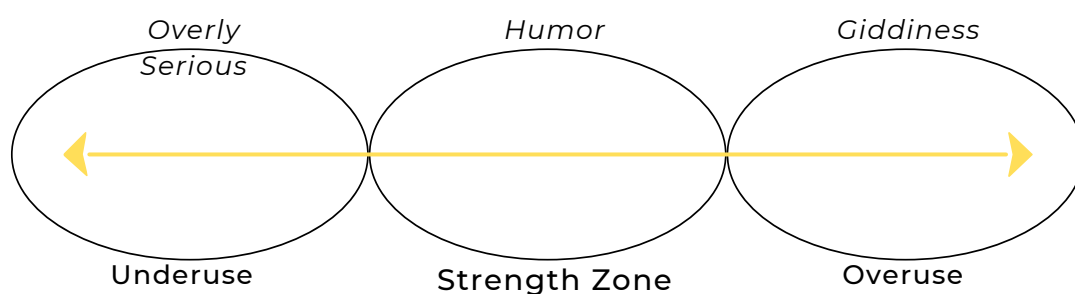
What situations promote your use of humor?

What strengths do you use to be sensitive to the context in order to express humor at the right time?

How do you initiate playfulness with others? How do others initiate it with you?

Humor *Interventions*

- 1 At the end of each day for the next week, write down the three funniest things you experienced or did and explain why those things happened (Gander et al., 2013).
- 2 Cultivate a playful attitude and a sense of fun. Suggestions include: Consider situations where you're serious and those where you're playful and spend more time in the latter; reflect on the benefits of adopting a more playful outlook on life; spend time playing with young children; do at least one fun thing each day; remind yourself to be playful (McGhee, 2010).



Wisdom



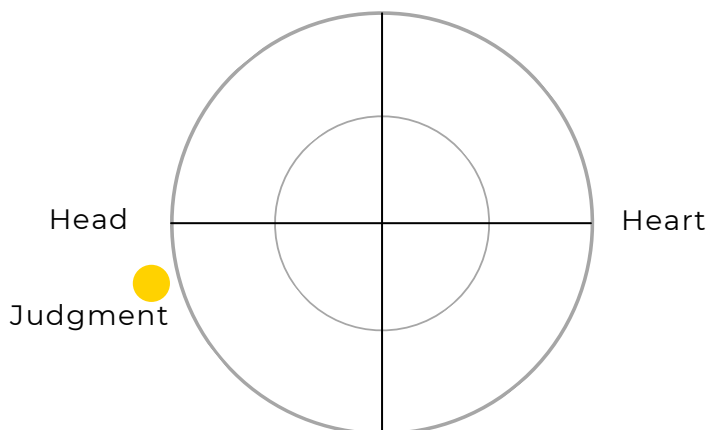
Judgment/ Critical Thinking



noun

The quality or state of having or showing mental or moral strength to face danger, challenge, fear or difficulty. Speaking up for what is right; acting on convictions even if unpopular.

Interpersonal



Intrapersonal

Strength Correlation

1. Perspective
2. Prudence
3. Honesty
4. Love of learning
5. Fairness

Research Highlights

- One of the five highest endorsed strengths around the world.
- It's a "corrective virtue." It counteracts faulty thinking and biased opinions, which can help with decisionmaking.
- Helps in resisting suggestion and manipulation.



Questions for *Strength Building*

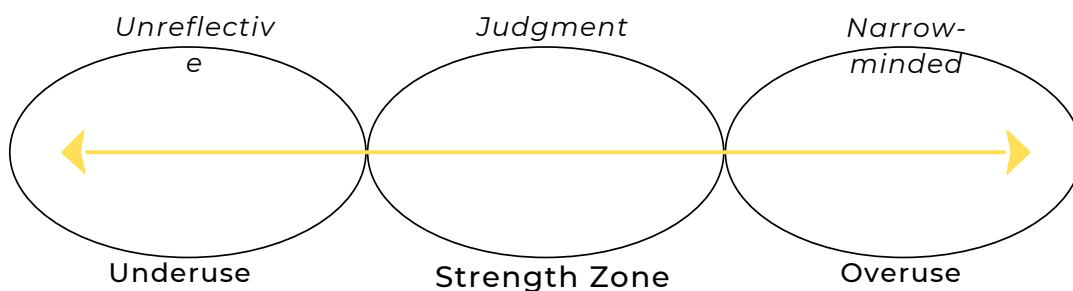
What are some ways you use judgment/critical thinking in an automatic way that is also productive for you?

As judgment is a strong “mind” strength, in what situations is it best to combine it with a “heart” strength?

When are you most vulnerable to overusing this strength?

Judgment *Interventions*

- 1 Challenge your personal biases and opinions by seeking information that runs counter to your beliefs, attitudes, and behaviors (Hart et al., 2009). This will help you expose yourself to different vantage points and information and expand your thinking.
- 2 When in an argument, practice taking an approach that embodies the belief that truth emerges from a process of critical inquiry in which all important sides should be considered (Peterson & Seligman, 2004).

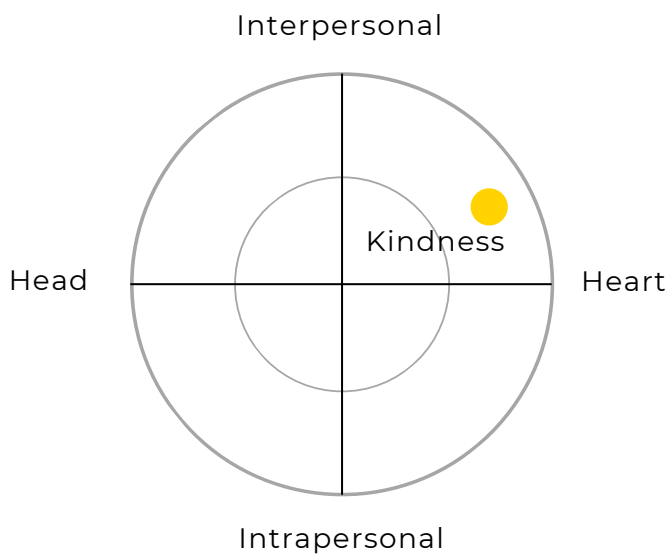




Courage Kindness

noun

Doing favors and good deeds for others; helping them; taking care of them.



Strength Correlation

1. Gratitude
2. Teamwork
3. Leadership
4. Fairness
5. Love

Research Highlights

- One of the top five most prevalent character strengths across the globe.
- Helps buffer against the negative effects of stress and trauma.
- Kindness toward oneself can have numerous benefits including optimism, social connectedness, and goal mastery, and less anxiety, self-criticism, and perfectionism.



Questions for *Strength Building*

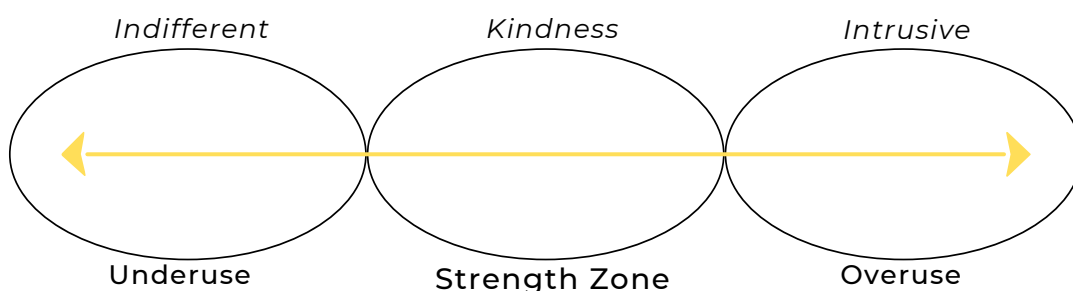
How is your kindness received by others?

Do you notice a difference in the ease of which you express the different dimensions of kindness, e.g., generosity, care, compassion, being nice?

How do you balance what is realistic and what is unrealistic in terms of your hope and optimism?

Kindness *Interventions*

- 1 Keep track of each kind behavior you perform each day by writing it down and counting the kind acts at the end of the day (Otake, Shimai, Tanaka-Matsumi, Otsui, & Fredrickson, 2006).
- 2 Offer the gift of your time to benefit a person you were not planning on giving time to (Gander, Proyer, Ruch, & Wyss, 2013).
- 3 “Pay forward” a random act of kindness that brings benefit to others and does not generate a favor back to you (Baker & Bulkley, 2014; Pressman, Kraft, & Cross, 2015).



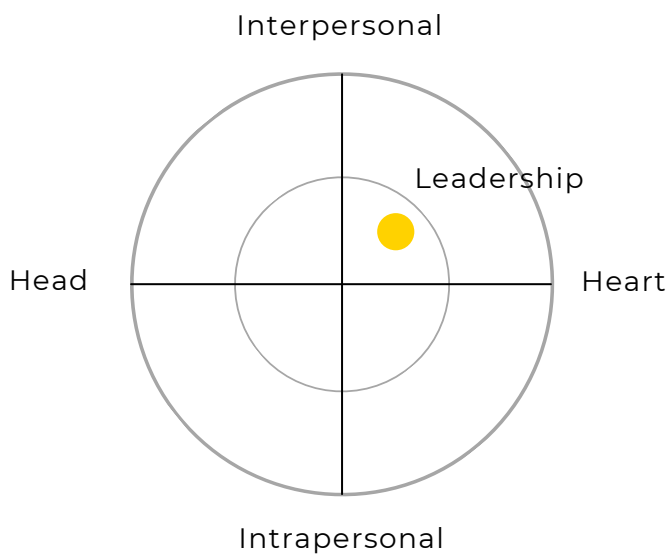


Justice Leadership



noun

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.



Strength Correlation

1. Fairness
2. Teamwork
3. Kindness
4. Social Intelligence
5. Gratitude

Research Highlights

- Leadership can be distinguished as a **practice** (defining, establishing, or identifying direction; facilitating collective processes) or as a **personal quality** (the motivation and capacity to seek out, attain, and carry out leader roles).
- **Transactional** leaders clarify responsibilities, expectations, and the tasks to be done, while **transformational** leaders motivate others to perform at an extremely high level, fostering a climate of trust and commitment.
- One of the strengths substantially related to fewer problems (e.g., anxiety and depression).



Questions for *Strength Building*

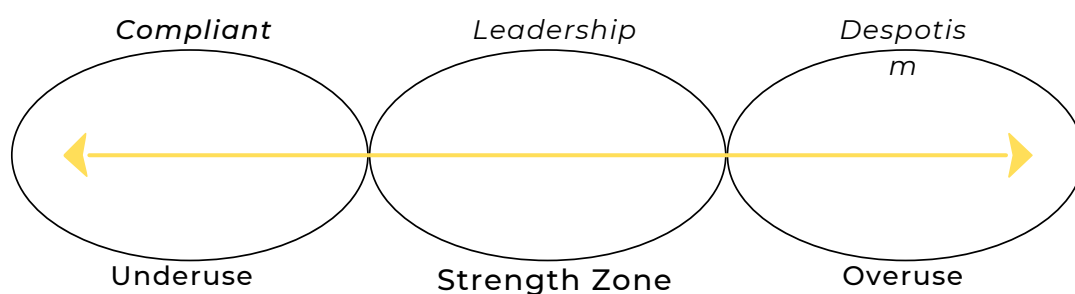
In what specific ways do you express leadership at work and in your close relationships?

What clues/signs do you pick up from others that you might be overplaying your leadership?

How do you know when it's best to lead and when it's best to follow?

Leadership *Interventions*

- 1 To improve this strength, one should be aware of and use one's strengths while watching out for overuse and underuse (Kaiser & Hogan, 2011).
- 2 Improve your leader behavioral flexibility, which means to adapt your leadership style to be able and willing to respond in significantly different ways based on what the situation may require or to meet the individual needs of the people you are managing/leading (Sumner-Armstrong, Newcombe, & Martin, 2008).





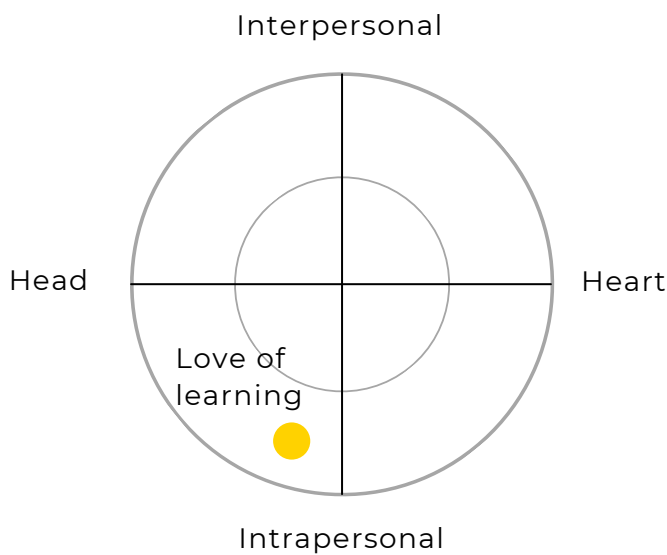
Wisdom

Love of Learning



noun

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.



Strength Correlation

1. Curiosity
2. Appreciation of beauty/excellence
3. Judgment/critical thinking
4. Creativity
5. Zest

Research Highlights

- Been shown in several studies to be linked with academic success.
- Supports positive experiences, which can then predispose you to wellbeing.
- Leads to the development of a deeper base of knowledge, enhancing efficacy and competency.



Questions for *Strength Building*

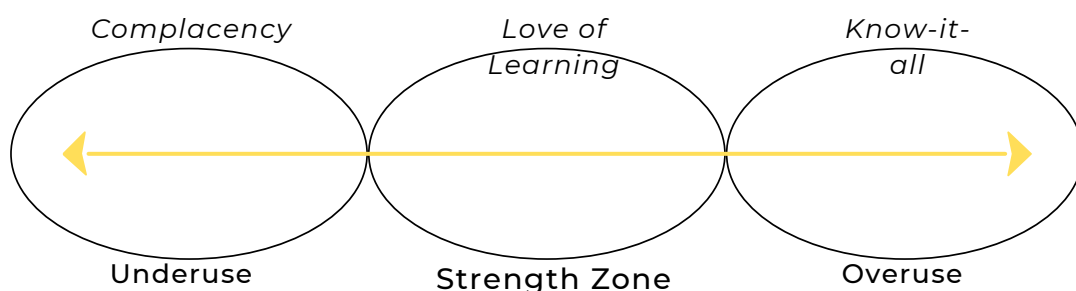
What is a new area you could apply this strength to (e.g., gardening, philosophy, cooking, painting, woodworking)?

In what situations does your curiosity lead you to dig deeper and systematically learn a new skill/ topic and in what situations is curiosity not a driving force?

What topic areas of your learning are most important to you?

Love of Learning *Interventions*

- 1 Choose a subject matter that you are most curious about learning more (Covington, 1999). Pursue this interest area as you dig deeper and wider on the topic.
- 2 When faced with learning something that might be boring, consider how the learning might benefit both you and the world beyond you (what researchers call “having a self- transcendent purpose”; Yeager, Henderson et al., 2014). Focusing on both can enhance motivation, learning, and meaning.



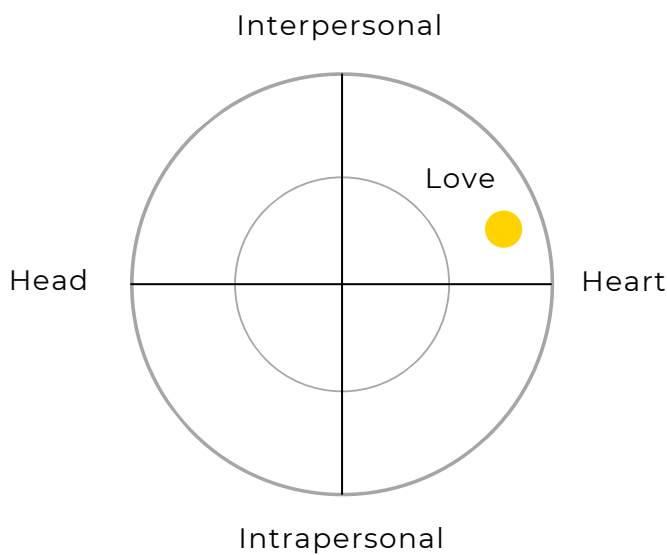


Humanity Love



noun

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



Strength Correlation

1. Gratitude
2. Kindness
3. Zest
4. Hope
5. Social Intelligence

Research Highlights

- One of the top five character strengths most associated with life satisfaction.
- One of the most prevalent character strengths in very young children.
- Facilitates empathy, tolerance, and forgiveness in relationships, which contributes to the health and longevity of those relationships.



Questions for *Strength Building*

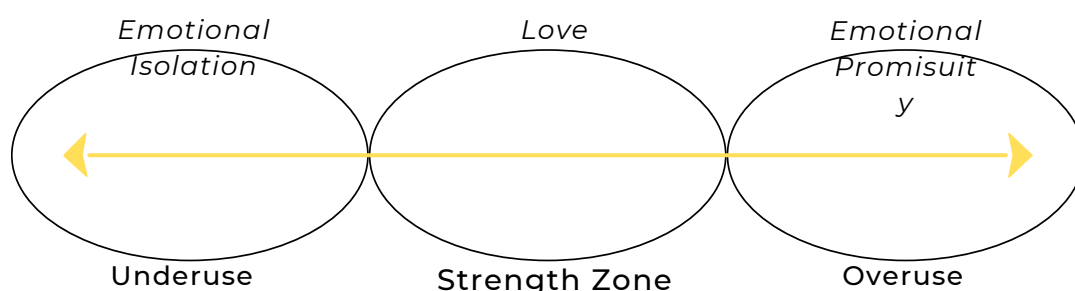
How do you express love in a healthy way at work, at home, and with friends?

Do you feel you have a balance in that you equally give and receive love from others?

How do you combine this strength with each of your top strengths?

Love *Interventions*

- 1 Practice spontaneous, in-the-moment loving acts that don't require extensive planning, memory, or forethought as a way of expressing and boosting this strength (Kammrath & Peetz, 2011).
- 2 Develop a loving-kindness meditation practice in which you consciously tap into your inner resources of love through mental focus, imaging, and statements that focus on feeling and expressing love. This boosts love and is associated with a host of mental and physical benefits (Cohn & Fredrickson, 2010).



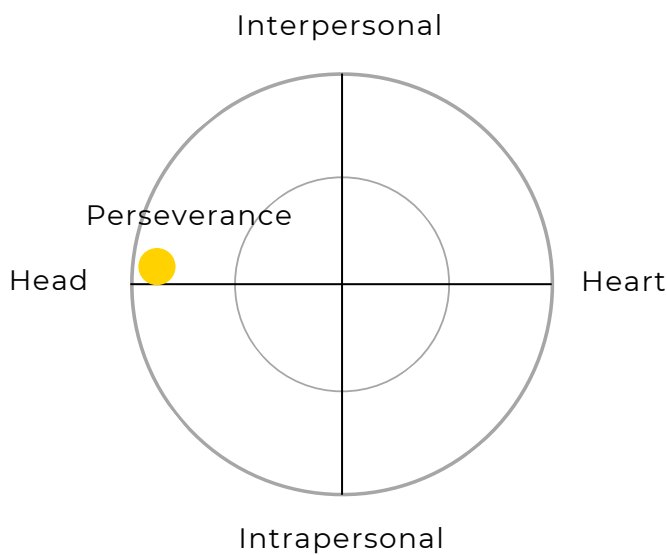


Courage

Perseverance

noun

Finishing what one starts; persisting in a course of action despite obstacles; "getting it out the door;" taking pleasure in completing tasks.



Strength Correlation

1. Self-Regulation
2. Honesty
3. Hope
4. Zest
5. Bravery

Research Highlights

- Involves two vectors: effort for a task and duration to keep going with that task.
- One of the strengths most associated with a life of engagement.
- Shown repeatedly across studies to be connected with success and various types of achievement.



Questions for *Strength Building*

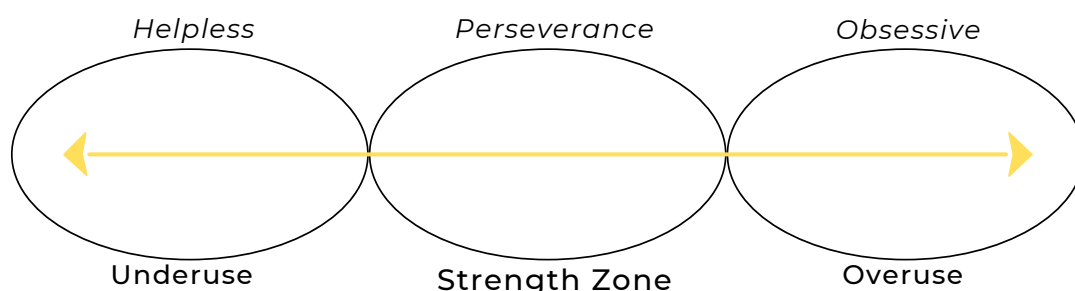
What fuels your persevering behavior?

Is there a bad habit or personal vice you'd like to apply your perseverance to in order to better manage it?

What blocks your perseverance? How might you use your strengths to overcome that obstacle blocking you?

Perseverance *Interventions*

- 1 Being adaptable when confronted with negative events is crucial in building perseverance. One important factor in determining whether a person will adapt or not is their ability to make positive reappraisals of adverse events (i.e., practice seeing the good, the positive, the meaningful, and/or what can be learned from it) which maintains a mentality of “keep going” (Diener et al., 2006).
- 2 Give positive feedback around focus, effort, and energy put forth on a task or in a challenging situation rather than focusing on a desired outcome. In other words, distinguish between low effort and low ability, and reward and reinforce effort (Dweck, 2006; Peterson & Seligman, 2004).



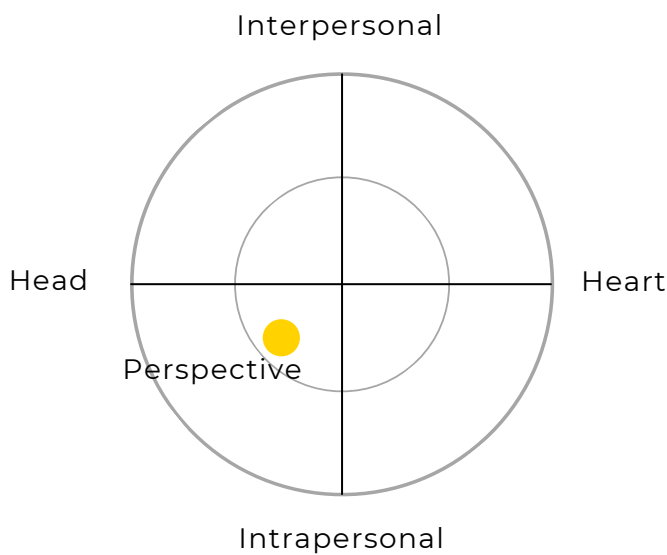


Wisdom Perspective



noun

Being able to provide wise counsel to others; having ways of looking at the world that make sense to oneself and to other people.



Strength Correlation

1. Social intelligence
2. Judgment
3. Hope
4. Bravery
5. Honesty

Research Highlights

- One of the strengths most connected with a life of engagement.
- Linked with successful aging and wellbeing in older adults.
- Shown to buffer against the negative effects of stress and trauma.



Questions for *Strength Building*

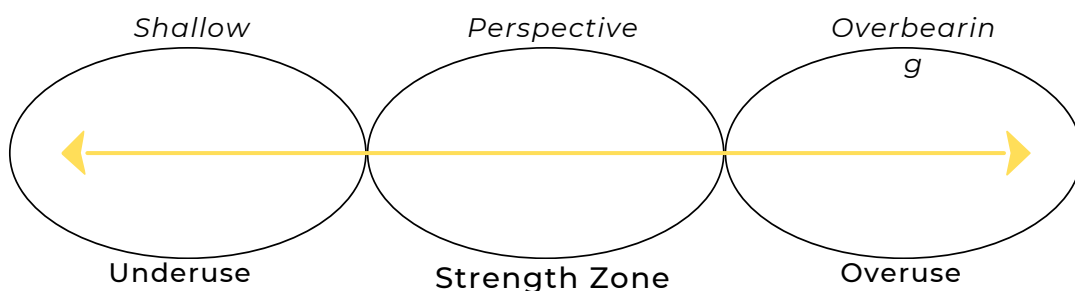
In what situations do you feel most comfortable (and least comfortable) in sharing your perspective?

How has this character strength helped you in your relationships and work?

Name instances when you have missed opportunities to share a bigger picture view. How might you learn from these?

Perspective *Interventions*

- 1 Name a life problem. Imagine yourself traveling around the world speaking about the problem with people from different cultures and gathering information about differences in life contexts and different values and perspectives (Baltes & Staudinger, 2000).
- 2 Have a conversation with a wise person (or imagine the conversation). If imagined, visualize the full dialogue in terms of questions asked, responses given, the nuances of the discussion, and any advice that would be offered (Baltes & Staudinger, 2000). This boosts wisdom-related knowledge.

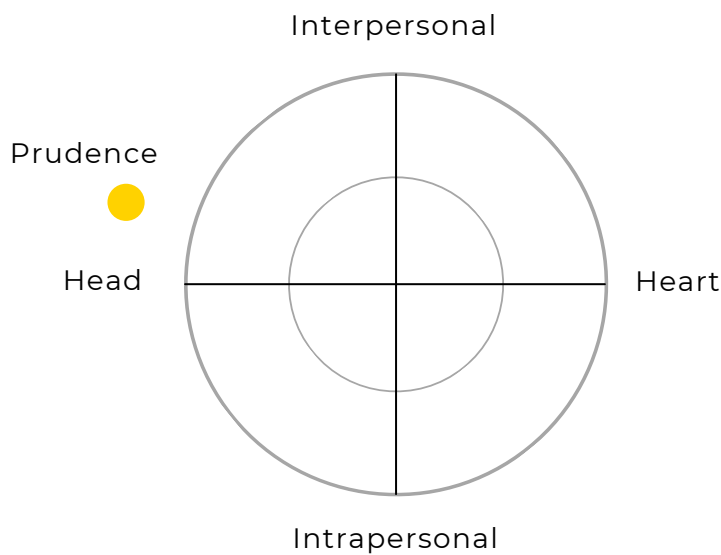




Temperance Prudence

noun

Being careful about one's choices; not taking undue risks; not saying or doing things that might later be regretted.



Strength Correlation

1. Judgment/critical thinking
2. Humility
3. Honesty
4. Self-regulation
5. Fairness

Research Highlights

- One of the least endorsed character strengths across the globe.
- One of the strengths most associated with positive classroom behavior.
- Associated with physical health, job performance, and productivity.
- Substantially related to having fewer externalizing behaviors such as aggression.



Questions for *Strength Building*

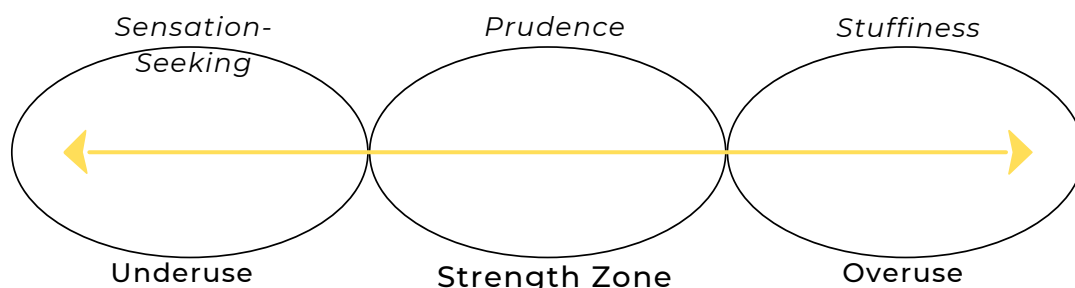
If prudence involves being respectful, careful about choices, conscientious, and setting goals, why does it get a bad rap?

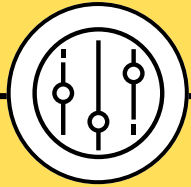
When do you combine bravery with prudence and when do you minimize bravery in order to express prudence?

In what situations do people most appreciate your prudence?

Prudence *Interventions*

- 1** When planning an activity, stop and consider potential obstacles and reflect on two components: your past experience with the activity (i.e., how long did it take last time?) and the steps or elements that make up the task (i.e., how much time will I need for each part) (Weick & Guinote, 2010).
- 2** When you have shown bravery, think about the outcome of your action. For example, think about the person being helped, remember the goodness of the action or think about the commitment to act.



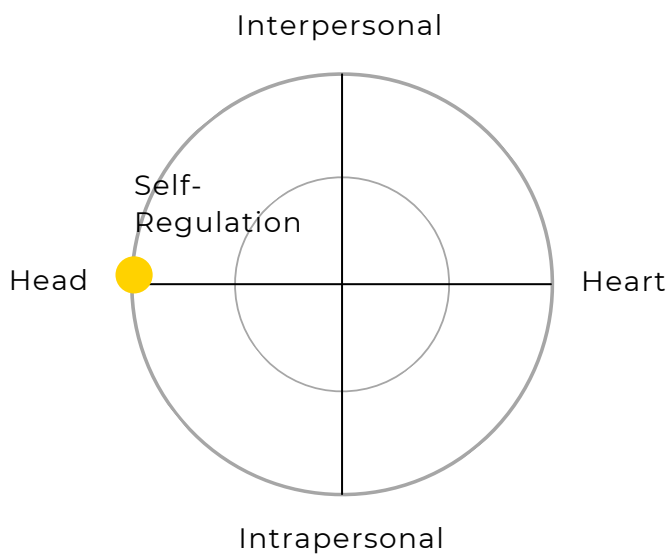


Temperance

Self-Regulation

noun

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



Strength Correlation

1. Perseverance
2. Zest
3. Hope
4. Prudence
5. Honesty

Research Highlights

- One of the least endorsed character strengths across the globe.
- Self-regulation is like a muscle – it can be fatigued by over-exertion or strengthened with practice. It can take only 7 minutes in the laboratory to deplete.
- Parent self-regulation has been associated with their child's happiness.
- Connected with more health behaviors than any other strength.



Questions for *Strength Building*

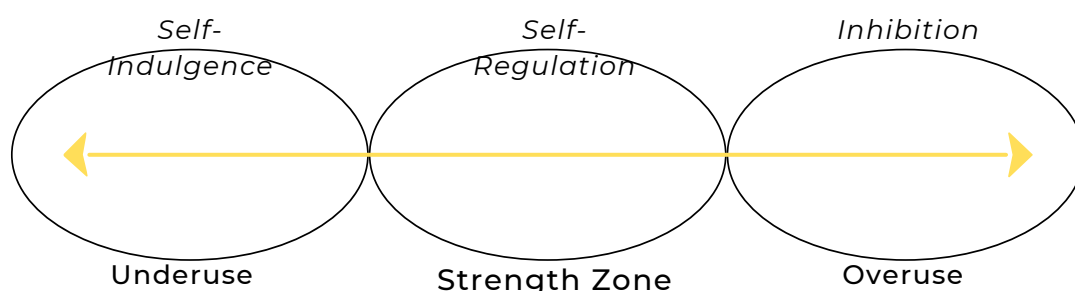
What habit or behavior are you best at self-regulating?

Recall a situation in which you tried hard and overcame a vice. What strengths did you use to do that?

How has self-regulation contributed to your best successes in life?

Self-Regulation *Interventions*

- 1 Starting a daily self-control exercise increases your general capacity for self-regulation. Practice monitoring yourself in one self-control domain (e.g., food intake, mood control, posture control, physical exercise, financial management, meditation practice) and this will likely improve your management of the other domains (your whole capacity) as well (Baumeister et al., 2006).
- 2 Another technique: (1) Identify an important behavior change you expect to make; (2) imagine the most positive outcome of successfully changing your behavior; (3) imagine the most critical obstacle that stands in the way of fulfilling your wish; and then (4) set a specific plan accordingly (Stadler, Oettingen, & Gollwitzer, 2010).



Humanity

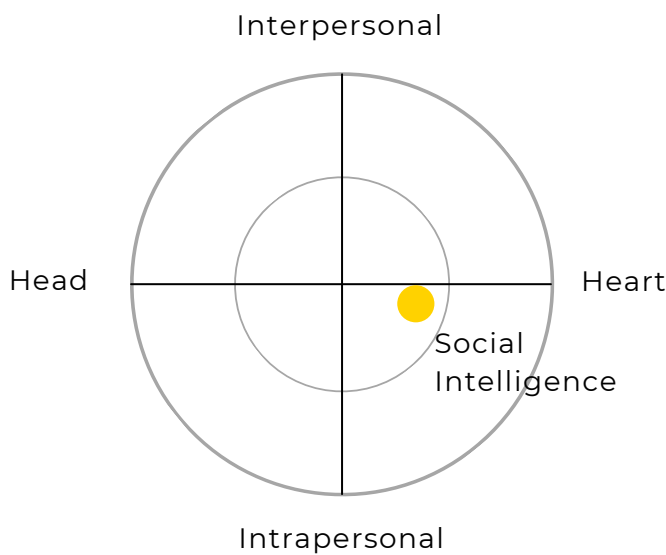


Social Intelligence



noun

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



Strength Correlation

1. Perspective
2. Leadership
3. Bravery
4. Humor
5. Zest

Research Highlights

- One of the strengths most associated with a pleasurable life.
- An important strength that contributes to positive classroom behavior.
- Helps to buffer against the negative effects of stress and trauma.



Questions for *Strength Building*

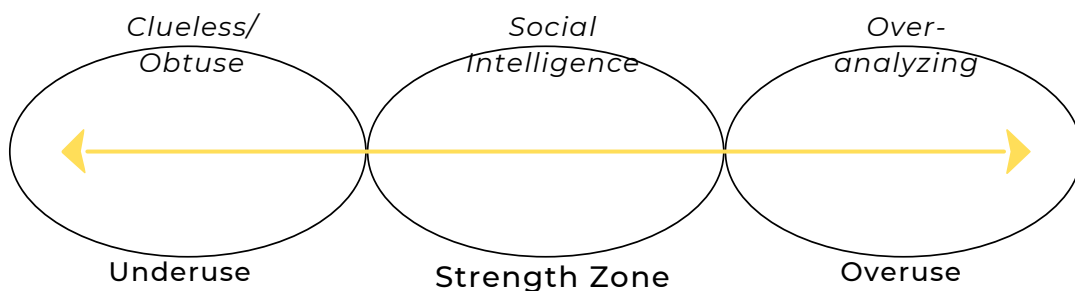
In what situations is your social intelligence strongest? How might you apply that social savvy to other situations?

Which of your character strengths best complements and supports your social intelligence?

When have your “reads” of social situations been inaccurate and how can you learn from them?

Social Intelligence *Interventions*

- 1** Practice identifying a range of emotions as they occur within you and express them in a balanced way to others (Nelis, Quoidbach, Mikolajczak, & Hansenne, 2009).
- 2** The practice of mindfulness and emotional intelligence has been connected scientifically (Schutte & Malouff, 2011). It is possible that mindfulness can help with the awareness and labeling of emotions as well as social awareness of nonverbal behavior and the details of the social context.

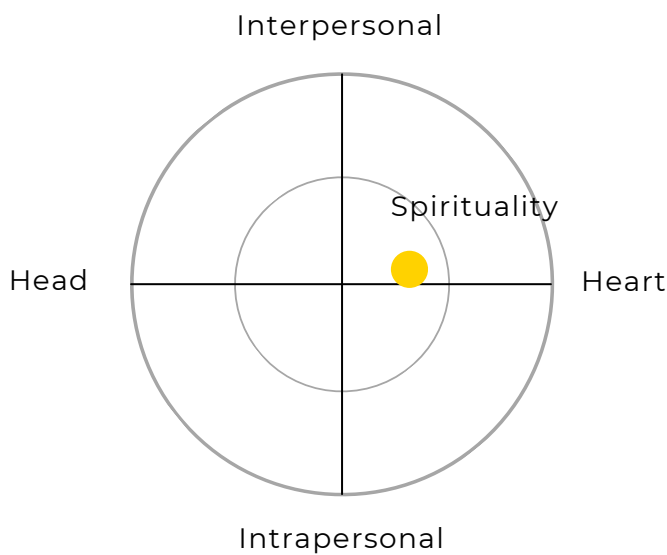




Transcendence Spirituality

noun

Having coherent beliefs about the higher purpose and meaning of the universe; knowing where one fits within the larger scheme; having beliefs about the meaning of life that shape conduct and provide comfort.



Strength Correlation

1. Gratitude
2. Hope
3. Zest
4. Love
5. Kindness

Research Highlights

- Spirituality is defined by scientists as the search for or communion with the sacred.
- One of the five strengths most associated with life meaning.
- Linked with compassion, altruism, volunteerism, and philanthropy.
- Associated with lower levels of marital conflict, greater spousal support, more consistent parenting, and more supportive relationships between children and their parents.



Questions for *Strength Building*

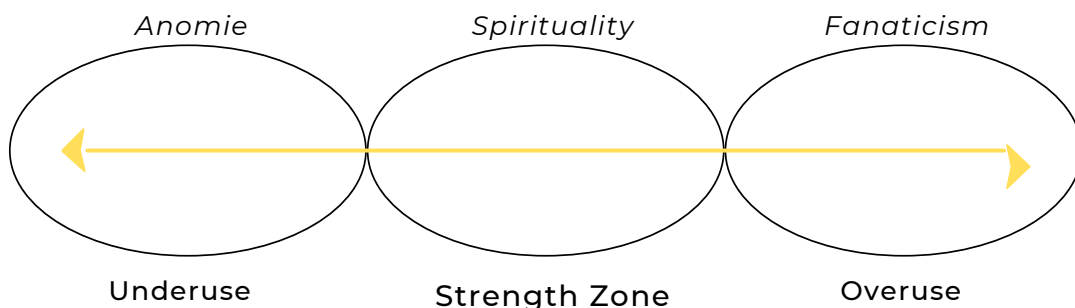
How do you define spirituality for yourself?

How can you best “practice what you believe” in a way that brings benefit to others and does not proselytize?

How might you bring spirituality to your work in a way that doesn’t intrude upon others (e.g., seeking meaning/purpose, keeping a sacred object close by, taking breaks to engage in a spiritual practice)?

Spirituality *Interventions*

- 1** Build your sense of purpose by proactively engaging more in life, e.g., taking on a new volunteer position that contributes positively to your community (Hill, Sumner, & Burrow, 2014).
- 2** Sanctify a sacred object that is tangible or nontangible by turning your attention to it for a few minutes each day to imbue it with what you consider to be precious, holy, or dear to you (Goldstein, 2007).
- 3** Learn from a spiritual role model who is an exemplar in a spiritual quality, such as compassion. Consider what you appreciate most about this person and any positive attributes you might want to emulate (Oman et al., 2007, 2009; Oman & Thoresen, 2007; Plante, 2008).



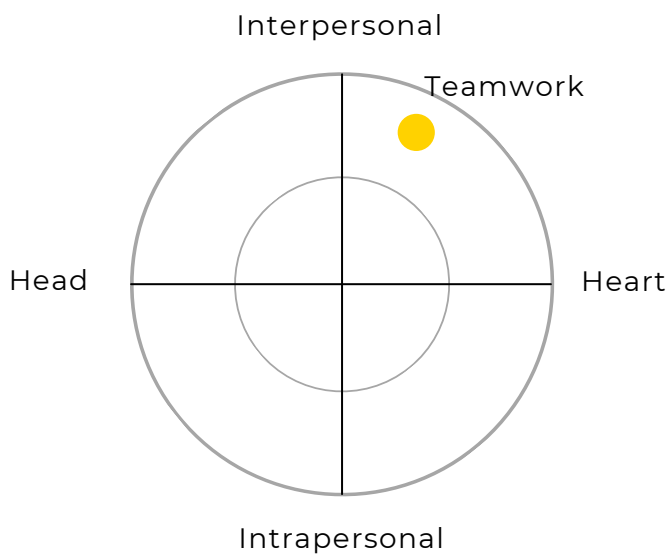


Justice Teamwork



noun

Working well as a member of a group or team; being loyal to the group; doing one's share.



Strength Correlation

1. Leadership
2. Kindness
3. Fairness
4. Love
5. Honesty

Research Highlights

- Those high in this strength experience a higher level of social trust and have a more positive view of others.
- One of the strengths that predicted fewer depression symptoms in high school students.
- One of the strengths most associated with sustainable behavior, which is defined as behavior aimed to protect the social/physical environment.



Questions for *Strength Building*

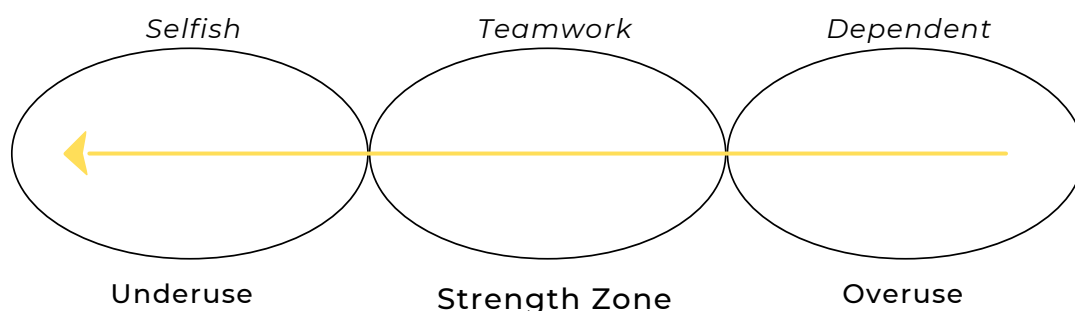
How might you bring your teamwork strength into play beyond the work sphere ... into your relationships, family, or parenting?

How does teamwork support you when stress is high?

What strength do you combine most with teamwork?

Teamwork *Interventions*

- 1 Encourage positive self-talk about one's team (not oneself) such as "we will perform well," "we are focused and ready," and "we believe in our ability" (Son, Jackson, Grove, & Feltz, 2011).
- 2 Encourage an approach-oriented mindset among team members that is positive and proactive (Kilduff & Galinsky, 2013).
- 3 Develop team optimism, efficacy, and resilience by encouraging members to be optimistic about the likelihood of success, confident in their capabilities, and capable of rebounding from setbacks, respectively (West, Patera, & Carsten, 2009).



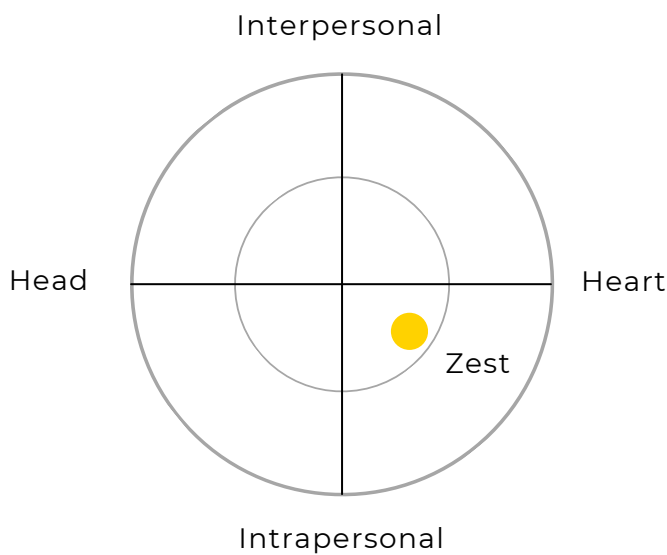


Courage Zest



noun

Approaching life with excitement and energy; not doing things halfway or half-heartedly; living life as an adventure; feeling alive and activated.



Strength Correlation

1. Hope
2. Curiosity
3. Gratitude
4. Perseverance
5. Humor

Research Highlights

- Consistently one of the top two character strengths most associated with life satisfaction.
- One of the least endorsed character strengths around the world.
- Highly connected with engagement, meaning, work- as-a- calling, health behaviors, and work satisfaction.



Questions for *Strength Building*

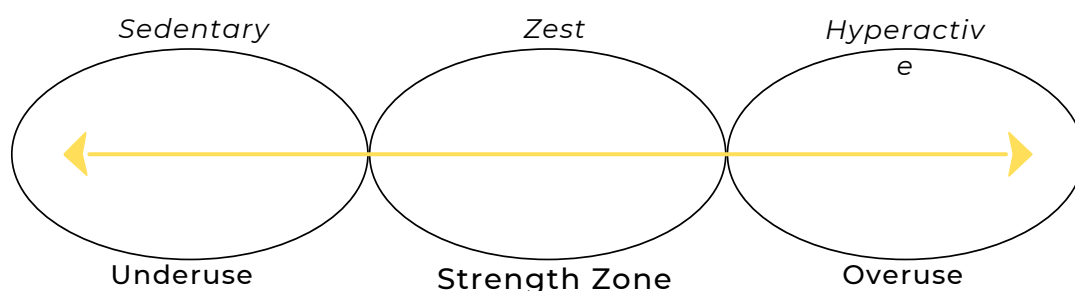
How is zest blocked or inhibited for you and what can you do to manage this?

What strengths best combine with zest to help you be at your best?

As you examine the routines and activities of your day, which experiences bring you the most energy and enthusiasm? Might you create more of these?

Zest Interventions

- 1 Research has found that sharing positive events with others (compared to not sharing) boosts energy and vitality. And, more frequent sharing of positive events has led to greater vitality 3 weeks later (Lambert, Gwinn, Fincham, & Stillman, 2011).
- 2 Going outside, especially in nature, boosts zest and vitality (Ryan et al., 2010). Individuals can be encouraged to take breaks outdoors and arrange their day to spend some time in nature.





Thank you,
for your interest.

With absolute delight, I will answer any question, provide you with more information or arrange a free call.

Saskia Fehr

Positive Psychologist & Coach
Flourished You

saskia@flourished-you.com

VIA Signature Strengths
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appreciation of beauty &
excellence, love of learning

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