

What are signature strengths and why are they important?

<ul style="list-style-type: none">• Lots of research on 24 signature strengths but just working on them based on job requirements or to balance out more hasn't been found to help people "flourish".
<ul style="list-style-type: none">• Flourishing means functioning with a high level of well-being, socially and psychologically
<ul style="list-style-type: none">• Core elements of flourishing : positive emotions, engagement, meaning, positive relationships, and achievement.
<ul style="list-style-type: none">• Flourishing is significantly linked with character strengths. People who use their strengths a lot are 18 times more likely to flourish.
<ul style="list-style-type: none">• Problem - there's a general unawareness of strengths. Two-thirds of people are generally unaware of their strengths.
<ul style="list-style-type: none">• Who here can confidently say that they know who they are and are very clear of what they want out of life. Also feel a deep sense of purpose and meaning in that?
<ul style="list-style-type: none">• Who here believes that they have the power to make a positive impact in the world? Or a positive change?; In one person's life? In a room full of people? In your community? In your city? In your country? In the world?
<ul style="list-style-type: none">• If people don't know who they are and what their capable of, how can they be expected to perform well on the job or in life? How can the world be all that it's meant to be?
<ul style="list-style-type: none">• It is each our responsibility to recognize our importance and our gifts, and to use them.
<ul style="list-style-type: none">• In studies of couples, those who report that their partner both recognizes and appreciates their signature strengths have higher relationship satisfaction, are more committed to the relationship, and report their basic needs are getting met.
<ul style="list-style-type: none">• Several studies draw connections between character strengths and relationship health.

<ul style="list-style-type: none"> • Worker disengagement rates are about %70 according to Gallup Organization.
<ul style="list-style-type: none"> • Signature strengths were one of the most crucial drivers when used in connection with work engagement, productivity, work satisfaction, and work-as-a-calling.
<ul style="list-style-type: none"> • Employees who have opportunity to use their strengths are 6 times more likely to engage in their work.
<ul style="list-style-type: none"> • Character strengths are a central pathway to help you truly flourish in life.
<ul style="list-style-type: none"> • One of the most researched and practiced concepts in positive psychology and is easy to do!

Spotting Your Signature Strengths:

They are linked with your identity and concept of who you are.

Character strengths would meet most, if not all of the following criteria:

- A sense of ownership and authenticity. (“This is the real me”)
- A feeling of excitement when displaying it.
- A rapid learning curve as the strengths first practiced
- A sense of yearning to find new ways to do it.
- A feeling of inevitability in using the strength (“Try and stop me”)
- Invigorating rather than exhaustion while using the strength.
- Creation and pursuit of personal projects that revolve around it.
- Joy, zest, enthusiasm, even ecstasy while using it.

Most people have 3-5 Character strengths. Although we display all strengths at various times in our lives, our Character strengths are those that bring us the feelings and sense of purpose as described above, and most people have between 3-7 of them.

You can take the free Survey to uncover your Character strengths at

<https://www.viacharacter.org/account/register> , or read through the descriptions of each strength to see which ones resonate with you the most.