

### Tool 3.1: Resources for Identifying Strengths

- A. There are commercially available tools for identifying strengths. The two that are most prominent are the CliftonStrengths (formerly known as StrengthsFinder) and the VIA Character Survey.

**CliftonStrengths:** This 177-item assessment is a web-based instrument that helps individuals identify their strengths across thirty-four themes or domains. The survey can be taken for a fee at: [www.gallupstrengthscenter.com](http://www.gallupstrengthscenter.com)

**VIA Survey of Character Strengths:** This survey was created under the direction of Dr. Martin Seligman, known as the father of Positive Psychology, and Dr. Christopher Peterson. It has been scientifically validated and used in hundreds of research studies around the world. This survey features twenty-four character strengths. The survey can be taken for free at [www.viacharacter.org](http://www.viacharacter.org)

- B. Alternatively, you can also reflect on your own individual strengths (or those of your team member) by answering the following questions:
- What are you good at (skills, competencies)?
  - What makes you unique?
  - What are you the “go to” person for?
  - How would others describe your strengths?
  - What do you most enjoy doing at work?
  - What are you doing when you “get lost” in your tasks and time flies by?
  - Recall past feedback (e.g., when praised, comments in performance reviews).
  - Reflect on your life successes, both professional and personal, to identify which strengths led to your achievements.
- C. Buckingham\* suggests that one way of figuring out your strengths is to review your day (or keep a journal during the day). Put a line down the middle of the page, and title one side “Love it” and title the other side “Loathe it.” In the appropriate column, write down the tasks you did during the day. On the “Love it” side will be the responsibilities that you enjoyed, that energized you and that put you “in the flow.” On the “Loathe it” side will be the tasks that drained and de-energized you. As you review these lists, you’ll probably find that you were working with your strengths during the tasks in the “Love it” column.

\* Buckingham, M. (2015). StandOut 2.0: Assess your strengths, find your edge, win at work. Harvard Business Review Press.