

VIA (Values In Action) Character Strengths

Leaders who exercise a strengths-based approach have been shown to be more effective in developing positive relationships with their staff, are more productive in their work, experience higher morale and less negative stress, and importantly, double their likelihood of achieving career and personal success. Consequently, we believe that a core component of a leader's career and personal development should be helping them better understand their strengths and how these can be best utilised, enhanced and developed. Furthermore, understanding how teams can best harness their top strengths provides the opportunity for building strong and supportive relationships, more deliberately manage for peak performance and developing teams that are more resilient to change, challenge and uncertainty.

The VIA Character Strengths survey was developed by Chris Peterson from the University of Michigan and Martin Seligman from the University of Pennsylvania. Their aim in the development of this survey was to develop a diagnostic tool that could measure what is best about people, rather than what might be their deficits.

Since its inception well over 25 million people worldwide have taken the VIA, which has seen it become a rigorous and valid tool and framework for identifying and focusing on people's strengths and virtues. Your VIA Strengths profile is designed to help you identify and build upon the strengths you already have and to gain deeper insight into what makes you uniquely you.

There are 24 signature strengths. Completing the survey online provides you with feedback on your strengths in rank order with the top 5 strengths being your '*signature strengths*'. The best way to understand your strengths, particularly your '*signature strengths*', is that they are the best of who you are. They are what make you unique and distinct. Importantly, research has found that using your '*signature strengths*' leads to greater fulfilment, engagement and more personally satisfying and positive outcomes in both life and in work.

INSTRUCTIONS:

1. Go to <http://authenticleadership.pro.viasurvey.org>
2. Please enter your details as a first-time user. Enter a username and password that you will be able to recall later. Write it down. It is often useful to go back and revisit your results and retake the questionnaire.
3. You will be taken to the survey screen.
4. Complete the survey. It has 96 questions and should take around 10mins.
5. At completion you will be given a list of your strengths in rank order with your top 5 being your '*signature strengths*'. Print these out or note them down.
6. You will receive further information about your strengths and how you can use them to maximise both your personal and leadership performance at your next coaching session.