



VIA Me!
Pathways Report for
John Smith



DISCOVER YOUR BEST SELF

- Why Signature Strengths Matter
- New ways to Flex your Strengths!
- Balancing and Boosting Middle and Lesser Strengths

Intro

This VIA-Me Pathways Report will help you get in closer touch with all of your character strengths. You will learn more about your **positive qualities** and **gain tools** that will help you put your strengths to work in your life.

Character strengths can help you:

- Increase your happiness at home and work.
- Improve your relationships.
- Discover balance with your health.
- Increase your performance at work and school.
- Achieve your life goals.

Many people in today's world focus almost entirely on what's wrong with them – their problems, their struggles, and their stressors – and often lose sight of what is good and strong in them. But, there's much more to life than problems. This VIA-Me Pathways Report is a way for you to take a **strengths-based approach** in life, and will help you shift your focus from what's wrong to **what's strong**.

A strengths-based approach:

- Is honest (acknowledges problems, but doesn't get lost in them)
- Is positive (focuses on what is best and good)
- Is empowering (encourages and advances the individual)
- Is energizing (uplifts and fuels the person)
- Is connecting (brings the person closer to others, aiding in mutual connection)

You will learn that you have many character strengths, some more naturally-occurring in you than others. As you go through these pages, it is important to remember that you have the **capacity to express and develop** all of the 24 strengths discussed in this report. In a nutshell, all strengths are important – **they all matter** – some are more relevant at certain times than others.

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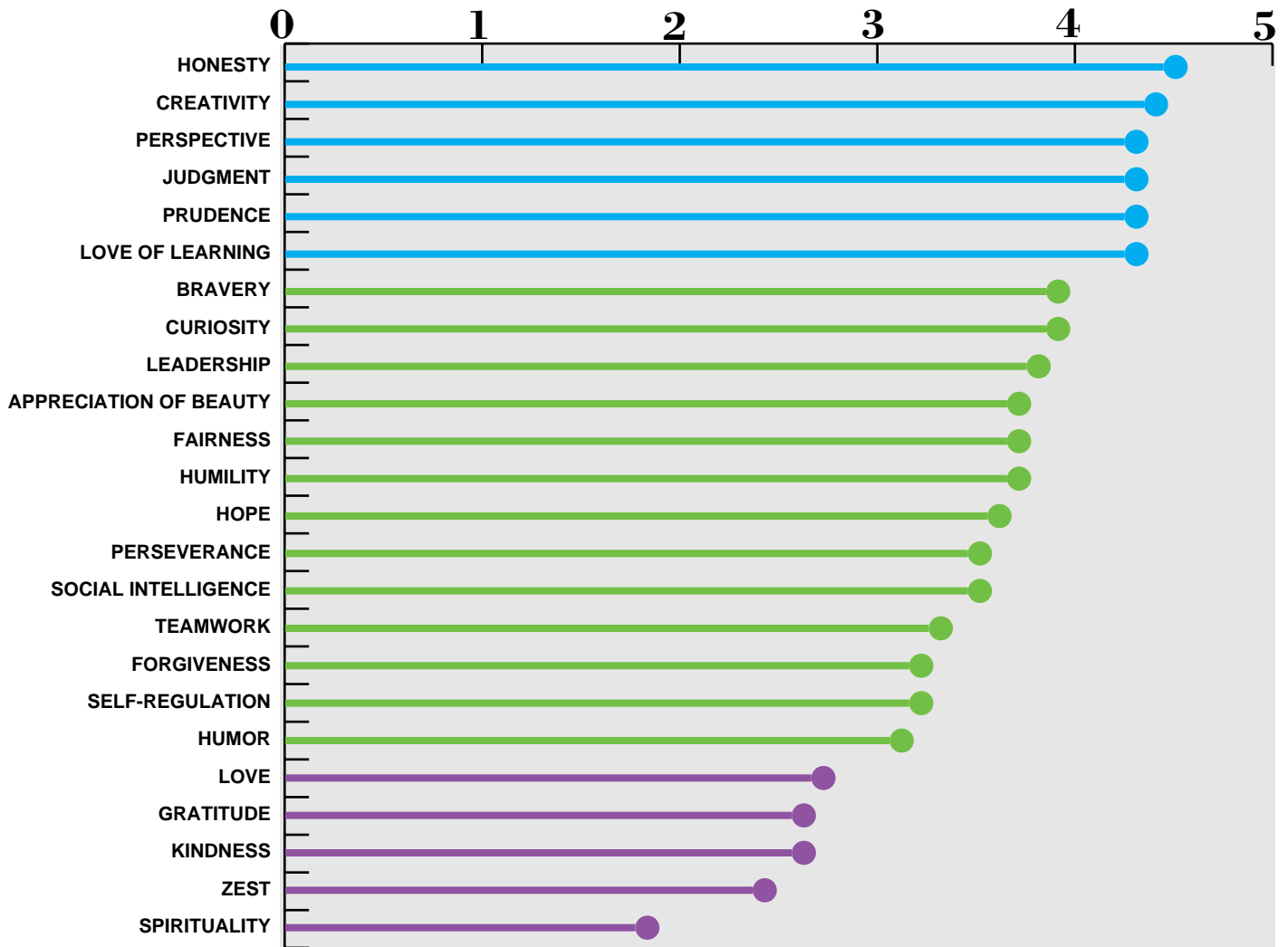
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Explore Your Lower Strengths

John Smith Character Strengths Profile



This graph shows all of your 24 character strengths in rank-order. Remember that all 24 of these strengths are important. You have varying degrees of all of these character strengths and the capacity to express each one.

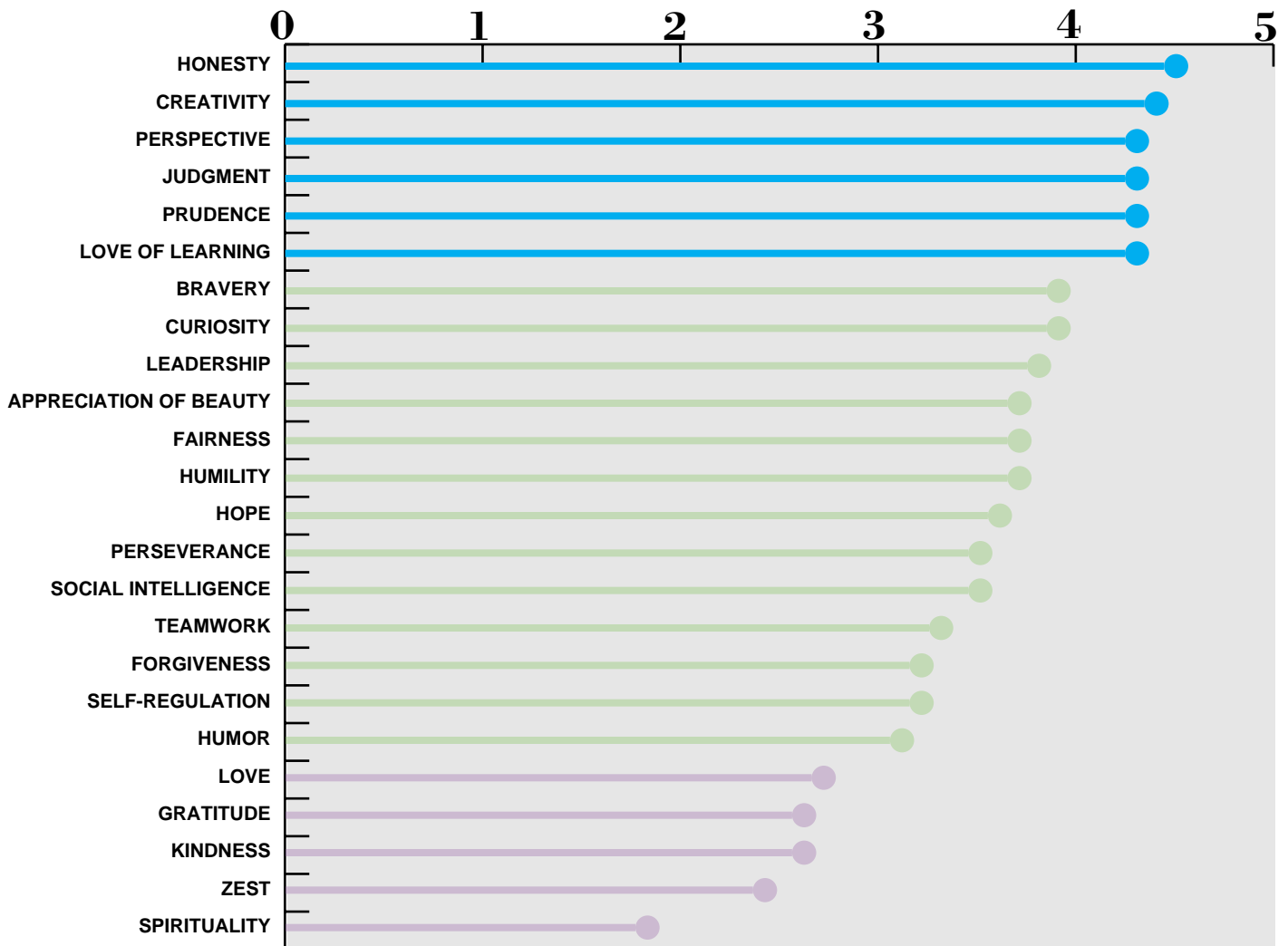


Your Signature Strengths

Your signature strengths are those strengths that best describe the positive aspects of who you are. These strengths are strong capacities in you and they are probably engaging, energizing, and comfortable for you to use. Your family and friends would immediately agree these are important strengths that you have. Finding ways to use and express these strengths is likely to bring you many benefits, and can help you create your best life.

In the pages that follow you will see a detailed description of each of your signature strengths as well as other important and useful information about the strength and how to apply it in your life. As you read through the details of your signature strengths, consider two points:

- How has the signature strength played a role in your life successes?
- What effect does using your signature strengths have on others?



1 Honesty

About your strength of Honesty

One of your signature strengths is honesty, also referred to as integrity or authenticity. You present yourself in a genuine way and act sincerely. People see you as real: What you see is what you get. You stick to what you value and what you believe to be true. You are truthful, and you keep your promises and commitments.

Honesty is a strength of courage because it is not always easy to speak the truth and tell people what you think, as well as to take responsibility for your feelings and actions. To this end, you own your feelings and behaviors. Many times it is a challenge to call forth what is best in us, our signature strengths, and your strength of honesty helps you to do so. It helps you to be authentic and align your deepest values with your actions. Oftentimes your honesty shows up best in situations in which there is both an easy way and a hard way of handling something. You are genuine in your interactions with others, and that builds trusting relationships.

Words of *Wisdom* and *Inspiration*

Find what you love to do. Find your passion. Know what makes you want to get up in the morning; that's all you need.
-Condoleezza Rice

Acceptance is the universal currency of real friendship. . . . It does not warp or shape or wrench a person to be anything other than what they are.
-Joan Chittister

We know truth, not only by reason but also by the heart.
-Blaise Pascal

HOW OTHERS SEE YOU

People might describe you as:



Did you know?

Humans are very clever at finding ways to avoid the truth, such as making excuses, rationalizing, minimizing their behavior, not taking responsibility, and condemning authority. All of these are approaches that impact our level of honesty and

1 Honesty

Why does it matter?

The immediate benefit of honesty for you includes the accompanying feelings of being authentic, real, and a person of integrity. You are typically viewed as a trustworthy person by others, which bodes well for creating and maintaining healthy, positive relationships. This includes the development of creating effective relationships in the workplace.

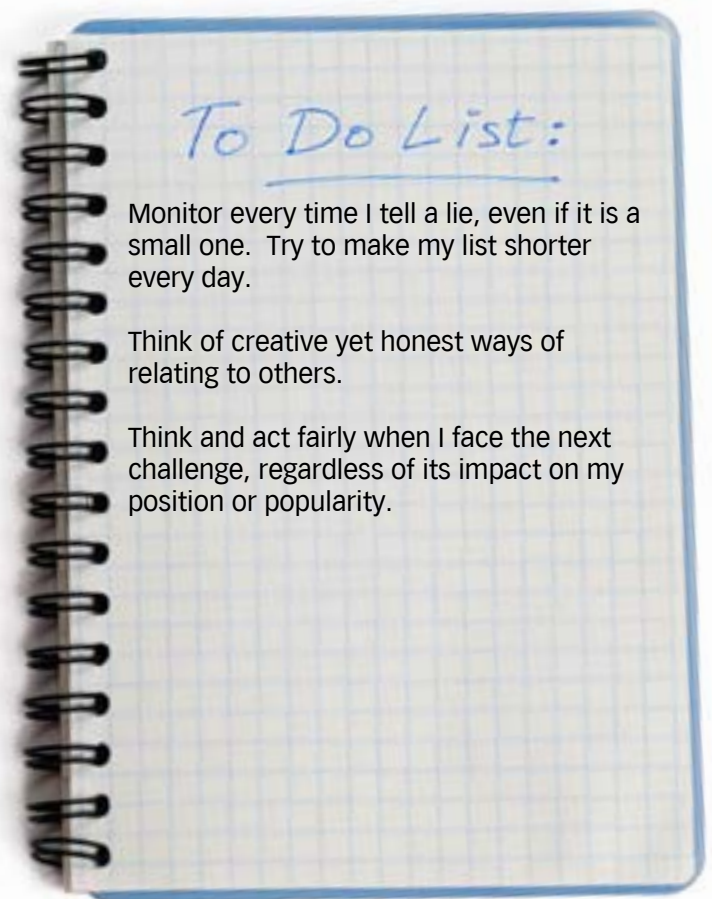
Another benefit is that you set goals that are consistent with your values and who you are, and you are likely to reach these goals. This then contributes to a sense of satisfaction and well-being, and a positive, upward spiral of growth and positive change occurs for you.

Words of *Wisdom* and *Inspiration*

Improving one's lot in life is a sign of health and growth. But we've got to be careful about always demanding some nonexistent perfection and learn instead to appreciate, to enhance what is in hand.

-Henry Miller

Flex your Strength



Consider This

Honesty is a strength that is often discussed in the context of relationships, for example, being honest with a loved one. It is important to also apply this strength inwardly. How honest are you with yourself?

2 Creativity

About your strength of Creativity

One of your signature strengths is creativity, which is also viewed as originality and ingenuity. You are an original thinker. You think of new and different ways to solve everyday problems. People say you have a good imagination. You may or may not be artistic, but you are certainly creative in your approach to life and when you are given a task to create something (e.g., a new program, a new design, a new way of organizing something). When people come to you with a problem, it is often your creativity strength that helps you provide a good solution or approach.

When you are truly doing something or saying something that is creative, there are at least two elements involved: originality of the idea or the product and adaptability in that it is practical or useful in life. Creativity is one of your wisdom strengths because it helps you to work with, build, and apply your knowledge for the benefit of others and yourself.

Words of *Wisdom* and *Inspiration*

The point of creativity is to express and challenge yourself, to make meaning, to embrace your life.
-Peggy Orenstein

The creative is the place where no one else has ever been. You have to leave the city of your comfort and go into the wilderness of your intuition. What you'll discover will be wonderful. What you'll discover is yourself.
-Alan Alda

I teach my sighs to lengthen into songs.
-Theodore Roethke

Imagination is the beginning of creation. You imagine what you desire, you will what you imagine, and at last you create what you will.
-George Bernard Shaw

HOW OTHERS SEE YOU

People might describe you as:



Did you know?

There are many ways to boost creativity, such as engaging in problem-solving activities, reading or writing poetry, journaling, and participating in cultural/art programs.

2 Creativity

Why does it matter?

Your creativity helps you to be open to new experiences, to discover new opportunities, and to take risks. This helps drive your interest in activities and generate ideas that others find interesting.

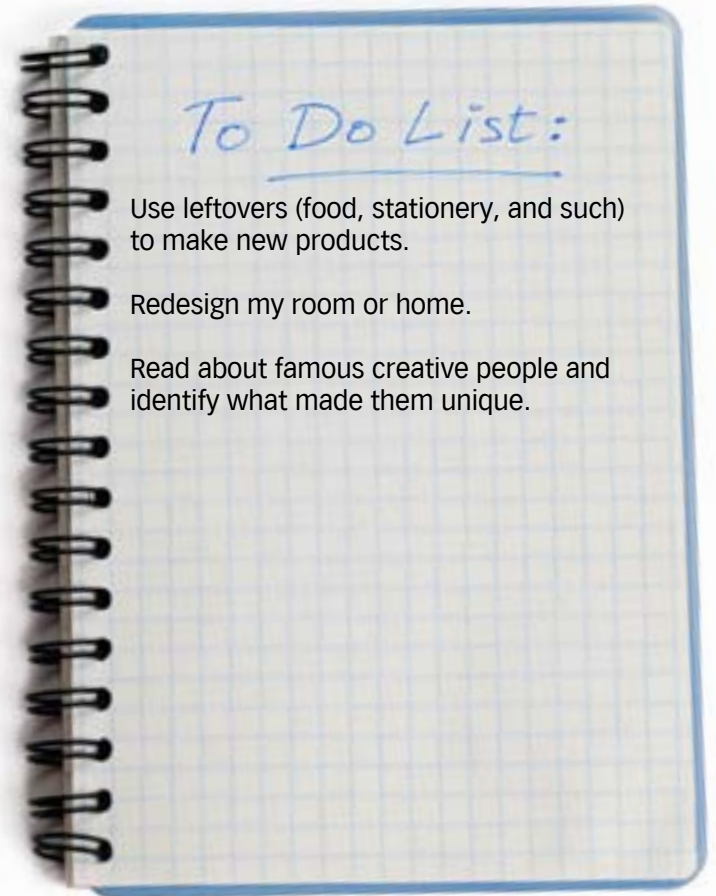
If you are like many creative people, your self-confidence and strong self-knowledge help you to be comfortable in a variety of situations and to adapt to challenges that come up, whether they be internal challenges (e.g., depression) or external stressors.

When you are in a leadership role, your creativity helps you to inspire and motivate your followers and even to help them become leaders themselves.

Words of *Wisdom* and *Inspiration*

The creation is not a study, a roughed-in sketch; it is supremely, meticulously created, created abundantly, extravagantly, and in fine....Even on the perfectly ordinary and clearly visible level, creation carries on with an intricacy unfathomable and apparently uncalled for.
-Annie Dillard

Flex your Strength



Creativity is a strength often discussed in the domains of one's work and hobbies, but it can be applied to any life domain. How have you used your creativity in your close relationships?

3 Perspective

About your strength of Perspective

One of your signature strengths is perspective, also referred to as wisdom. You see the big picture, and people come to you for advice or counsel. You are insightful, and you have a way of looking at the world that helps make sense of things. You can address important and difficult questions about life's biggest issues with a clarity that others value.

Your perspective strength helps you take stock of life in large terms and in ways that make practical sense to you and others. Your perspective or wisdom is a product of your collected knowledge and experiences over the years, but it is more than an accumulation of information. It is the way you apply this knowledge to situations and to people in helpful ways that are wise. It is the coordination of this information and its deliberate use to improve well-being.

When you are at your best with this character strength, you are probably performing excellently at listening, and you are knowing which question to ask and the right time to ask it, not simply telling people what they want to hear or what you think they should do.

Words of *Wisdom* and *Inspiration*

The period of greatest gain in knowledge and experience is the most difficult period in one's life. Through a difficult period you can learn; you can develop inner strength, determination, and courage to face the problems.

-His Holiness the Dalai Lama

For after all, the best thing one can do when it is raining is to let it rain.

-Henry Wadsworth Longfellow

Expect nothing. Live frugally on surprise.

-Alice Walker

Take full account of the excellencies which you possess, and in gratitude remember how you would hanker after them, if you had them not.

-Marcus Aurelius

HOW OTHERS SEE YOU

People might describe you as:



Did you know?

A good way to move forward on the pathway to wisdom and perspective is to find mentors and wise people, have conversations with them, ask them questions, and learn directly from them.

3 Perspective

Why does it matter?

Perspective makes you valuable to others for counsel since you can help people see the big picture and alternative points of view. Being able to see things from a variety of perspectives is especially helpful in calming yourself and others during times of emotional upset.

You are likely to be empathic and express a sense of genuine care, which, again, helps you form close and meaningful relationships. Perspective also helps you be wise about applying your other strengths—using the right strength in the right situation.

Words of *Wisdom*

“ and *Inspiration*”

Wisdom comes from metabolizing what we learn from others and from experience to a point where it can be shared.

-Mary Catherine Bateson

Flex your Strength

To Do List:

Offer advice, but only when asked and after listening empathically to the seeker.

Read quotes of wisdom and rewrite them in small practical action steps.

Find someone wise (alive or someone who has passed on), read or watch a film on his or her life, and identify how his or her life can guide my decisions and actions.

Consider **This**

This strength involves offering wise counsel and advice to others. What is the most recent time that you gave sound advice to someone? Were you aware that you were offering counsel at the time?

4 Judgment

About your strength of Judgment

One of your signature strengths is judgment, often referred to as open-mindedness or critical thinking. You weigh information thoroughly. You consider all possibilities and examine things from all sides. You make sure you have all the facts before making your decisions.

Judgment is a strength that helps you build knowledge about a particular topic, issue, or point of view. When you are using this strength, you are looking at things from all angles. You are thinking through problems and challenges that come up, and you are not quick to jump to conclusions. When you are at your best with this strength, you show the ability to weigh issues fairly and to change your mind in the light of new evidence.

Words of Wisdom and Inspiration

Not knowing when the dawn will come, I open every door.
-Emily Dickinson

All attack is a call for help. When you know this, you begin at once to look deeply into the question of what kind of help is being called for.
-Neale Donald Walsch

After an orange cloud — formed as a result of a dust storm over the Sahara and caught up by air currents — reached the Philippines and settled there with rain, I understood that we are all sailing in the same boat.
-Vladimir Kovalyonok (Astronaut)

It is a bad plan that admits of no modification.
-Publilius Syrus

HOW OTHERS SEE YOU

People might describe you as:



Did you know?

People are nearly twice as likely to seek information that supports their attitudes, beliefs, and behaviors, rather than contradictory information that would support their judgment strength.

4 Judgment

Why does it matter?

Because you are open-minded and less likely to be biased in your decision making, you are more likely to make accurate decisions and make decisions that you do not regret. The reason for this is you evaluate all sides of an issue equally whereas close-minded people favor the views of authority figures, popular convention, or currently held viewpoints.

Your strength of judgment helps you counteract faulty thinking. If you find yourself getting caught in negative thinking traps, you have the benefit of calling upon your judgment strength to find the balance in the situation. Others look to you for a balanced viewpoint, making you a good friend and confidante. You are likely to be a good listener, a characteristic that helps you form meaningful relationships.

Judgment relates to the search for meaning in life. This helps you as you develop that pathway to happiness that deals with uncovering a sense of what brings you deeper meaning and purpose in your life.

Words of Wisdom

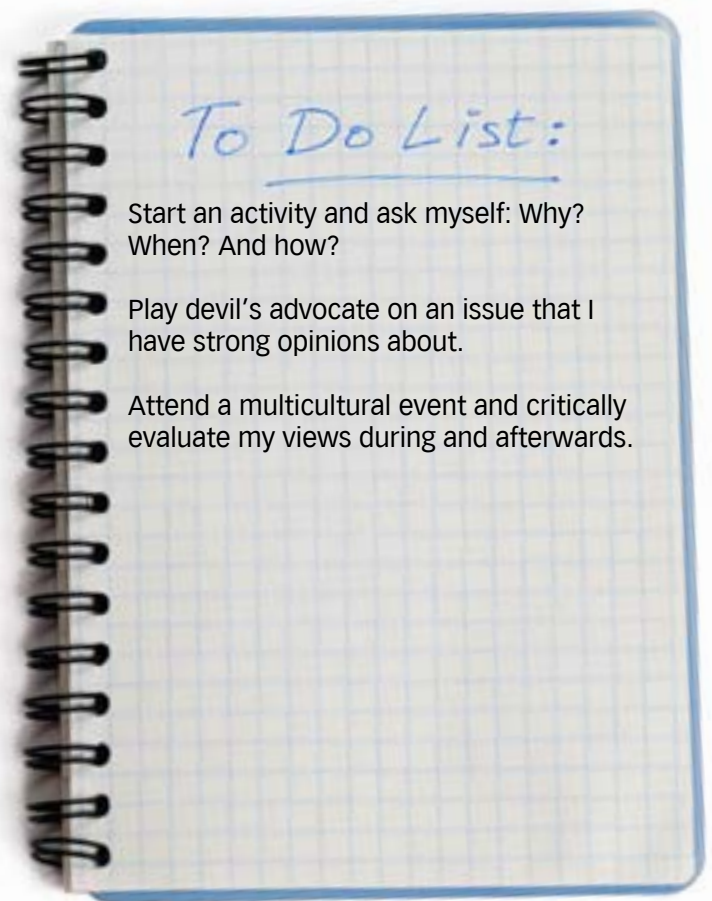
“ and Inspiration

To see a world in a grain of sand, and heaven in a wildflower, hold infinity in the palm of your hand and eternity in an hour.

-William Blake

”

Flex your Strength



Consider This

Judgment is a strength that helps you see situations from many angles. How might you use this strength in your relationships in a way that helps nurture and develop them?

5 Prudence

About your strength of Prudence

One of your signature strengths is prudence, which is sometimes referred to as cautious wisdom. You think before you act in that you consider consequences, and you try not to say or do things that you might regret later. You are careful not to take undue risks. Better safe than sorry is a motto that guides your life. You always think before you speak and make a clear distinction between what is right and what is wrong.

Prudence is a strength that protects you from focusing too much on quick pleasures and desires. Since you have a natural orientation to the future, you are tuned into both short-term and long-term goals, and you are good at accomplishing them. Your prudence leads you to be practical in your decisions and plans and comes across in your ability to reason and think through situations, such as weighing the costs and benefits of the actions you might take.

Words of Wisdom and Inspiration

He who every morning plans the transaction of the day and follows out that plan, carries a thread that will guide him through the maze of the most busy life. But where no plan is laid, where the disposal of time is surrendered merely to the chance of incidence, chaos will soon reign.

-Victor Hugo

Those who would climb to a lofty height must go by steps, not leaps.

-St. Gregory the Great in a letter to Augustine of Canterbury

HOW OTHERS SEE YOU

People might describe you as:



Did you know?

Prudence is one of the strengths that is most connected with having less problems with aggressive behavior.

5 Prudence

Why does it matter?

Your prudence is closely linked with your ability to be conscientious and is associated with cooperativeness, assertiveness, interpersonal warmth, and insightfulness. Because you are a good thinker, it is likely to lead to positive life outcomes.

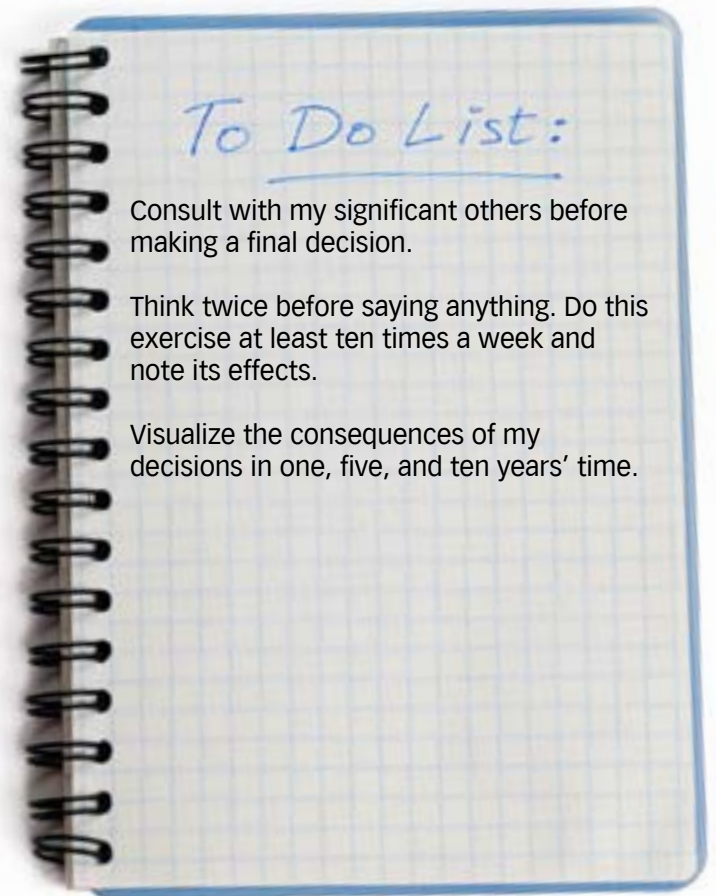
Another big benefit of your prudence is productivity, which can emerge for you in the work or school setting and helps you be successful in the context of training.

Words of *Wisdom* and *Inspiration*

Wisely and slow. They stumble that run fast.
-William Shakespeare

Every mistake has a halfway moment, a split second when it can be recalled and perhaps remedied.
-Pearl S. Buck

Flex your Strength



Consider This

Sometimes people do not readily see the benefits to their prudence strength. Take a look at the descriptions and words above. What are some of the ways in which prudence has served you well in your life?

⑥ Love of Learning

About your strength of Love of Learning

One of your higher strengths is love of learning, which means you have a passion for learning for its own sake. It is most present when you are mastering new skills, topics, and bodies of knowledge. When you learn, you take your initial curiosity and interest in a topic to ever-deepening levels. You dig deep into new and old topics, not being satisfied with a shallow understanding of things. You feel good when you increase your knowledge by reading, going to museums and libraries, taking classes, or viewing/attending educational programs.

You describe yourself as a lifelong learner. When you learn something new, it's like a door opens, and you never want to stop learning. This strength may lead you to experience a state of flow in which time flies by as you are soaking up new information. Being knowledgeable can help you connect to others by being able to converse on numerous subjects, as long as you stay mindfully aware of not seeming like you know it all.

Words of *Wisdom* and *Inspiration*

The mind is not like a vessel that needs to be filled, but rather like a wood that needs to be lighted.
-Plutarch

That is what learning is. You suddenly understand something you've understood all your life, but in a new way.
-Doris Lessing

Learn everything you can, anytime you can, from anyone you can— there will always come a time when you will be grateful you did.
-Sarah Caldwell

HOW OTHERS SEE YOU

People might describe you as:



Did you know?

One of the best ways to improve your love of learning is to make the topic area or subject matter of personal interest to you.

⑥ Love of Learning

Why does it matter?

Pursuit of knowledge is more fun and engaging for you than for others with less of this strength. Learning in and of itself is an enjoyable experience regardless of whether the knowledge you are acquiring is useful. But, of course, there are many benefits to being knowledgeable, from becoming successful as a student, to being an interesting conversationalist, to being helpful in finding solutions to problems and approaches to challenges. This strength helps you, overall, feel competent.

You are also likely to persevere over the challenges that you face because you are able to take a stance of learning and growth when a new setback or obstacle emerges. For example, you generate strategies for approaching content to be learned and rethink these strategies on the basis of obstacles that come up.

Words of *Wisdom*

“ and *Inspiration*”

For me, losing a tennis match isn't failure, it's research.

-Billie Jean King

Flex your Strength

To Do List:

Deliberately learn five new words, including their meaning and usage, at least twice a week.

Join a local book club.

Travel to new places and blend education with leisure.

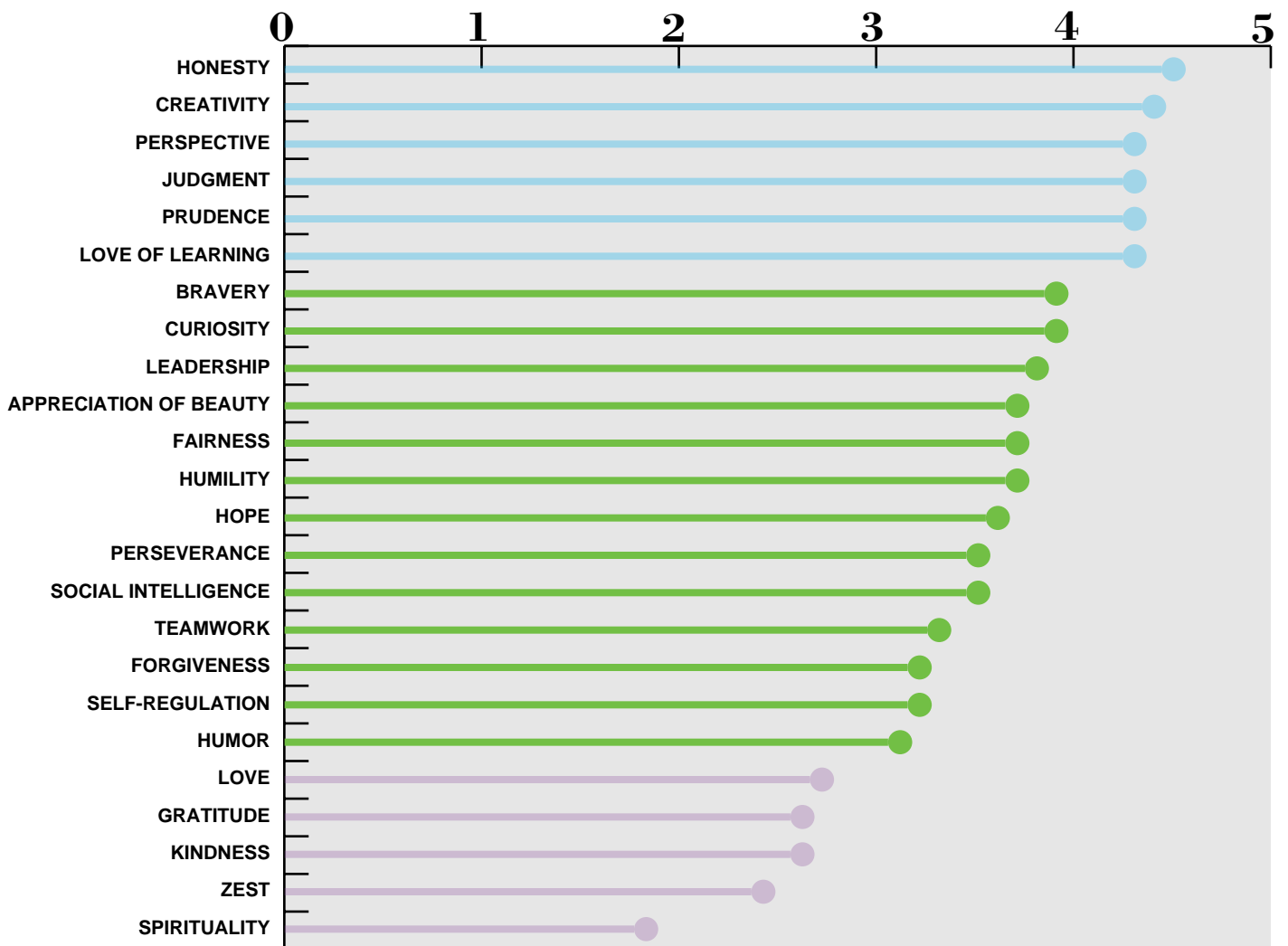
Consider **This**

When you express your love of learning strength, it is likely you are “in the zone” and passionate about what you are placing your attention on. Have you consciously directed your love of learning strength in order to achieve greater success at work or school? If so, how did you do this?

Your Middle Strengths

Your middle strengths are an important part of who you are. While these are not your highest, or signature strengths, they still are likely to be ones that you express in your life. However, it may be that they are strengths that you express mostly in one life domain (e.g., work) instead of broadly across all domains, or they could be strengths that are, situational strengths, in that you express them when the circumstance calls for it.

These strengths are likely not as automatic as your signature strengths, but they are close within reach and at your disposal. It is important to understand your middle strengths and how they are expressed in your life.



| Your Middle Strengths

Keep in mind that your middle strengths often serve as a way to balance, support, or manage your signature strengths. For example, someone high in leadership or perseverance who is really hardworking may need to often keep their strength of perspective close by to know “when to say when.” Someone high in curiosity or love of learning who gets wrapped up in factual details and knowledge may need to use their strengths of kindness and fairness close at hand to maintain a focus on others and a base toward relationships.

7

Bravery

Sometimes you are able to stand up for what is right, even when others oppose you. People may know you as someone who does not shrink in the face of a threat and can stand up against popular opinion. You may be able to face your fears or your own personal struggles directly.

Curiosity

You often see yourself as an explorer, open to new experiences and knowledge. Sometimes you find yourself wondering about things. Many times you are drawn to the new and different. You may enjoy discovering new places, people, situations, and ideas.

8

9

Leadership

In some group situations you are compelled to take the lead and influence others to take action and reach goals. You may enjoy organizing and planning group activities. At times, people look to you for direction, and you are able to assume responsibility for the group's success and challenges.

Appreciation of Beauty

You are able to see beauty around you and appreciate when things are done with excellence. Sometimes you are in awe of things that others may take for granted. You may admire great art and science, such as what may be seen in music, movies, and drama, and jobs done to high standards.

10

| Your Middle Strengths

11

Fairness

Most of the time it is important to you that all people get a chance. You try to treat all people according to principles of justice and equality. At times you are good at seeing different perspectives to a moral dilemma.

12

Humility

In most situations you would rather blend into the crowd than stand out. You are able to put others before yourself, and you try not to act as if you are more special or important than others. You may describe yourself as a modest person—one who lets their accomplishments speak for themselves.

13

Hope

Your middle strength of hope means that you usually look on the bright side of life and find positives when others may only see negatives. Most of the time you believe that you can accomplish the goals you set, and you expect the best for the future.

14

Perseverance

You prefer to finish what you start and overcome the obstacles involved. You may enjoy setting goals and working hard to reach them. People might describe you as a hard worker. In some circumstances you can gut it out by working long hours or sticking with a challenging task when it is needed.

| Your Middle Strengths

15

Social Intelligence

In some circumstances you identify yourself as a people person. In these moments you can read the situation and be tuned in to your surroundings. Oftentimes you know what makes people tick, and you are aware of the motives and feelings of other people as well as your own.

16

Teamwork

In most cases, you thrive as a group member more than working alone. You are supportive in group settings and respect your leaders. Teamwork is related to citizenship, loyalty, and social responsibility, so you probably enjoy the harmony of the greater group or community.

17

Forgiveness

In most cases, you can let go of hurt feelings and not hold grudges. You try to give people a second chance and try to make amends. You would like others to make a fresh start after their mistakes. With most relationships, being able to “let go” of problems comes relatively easily to you.

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Self-Regulation

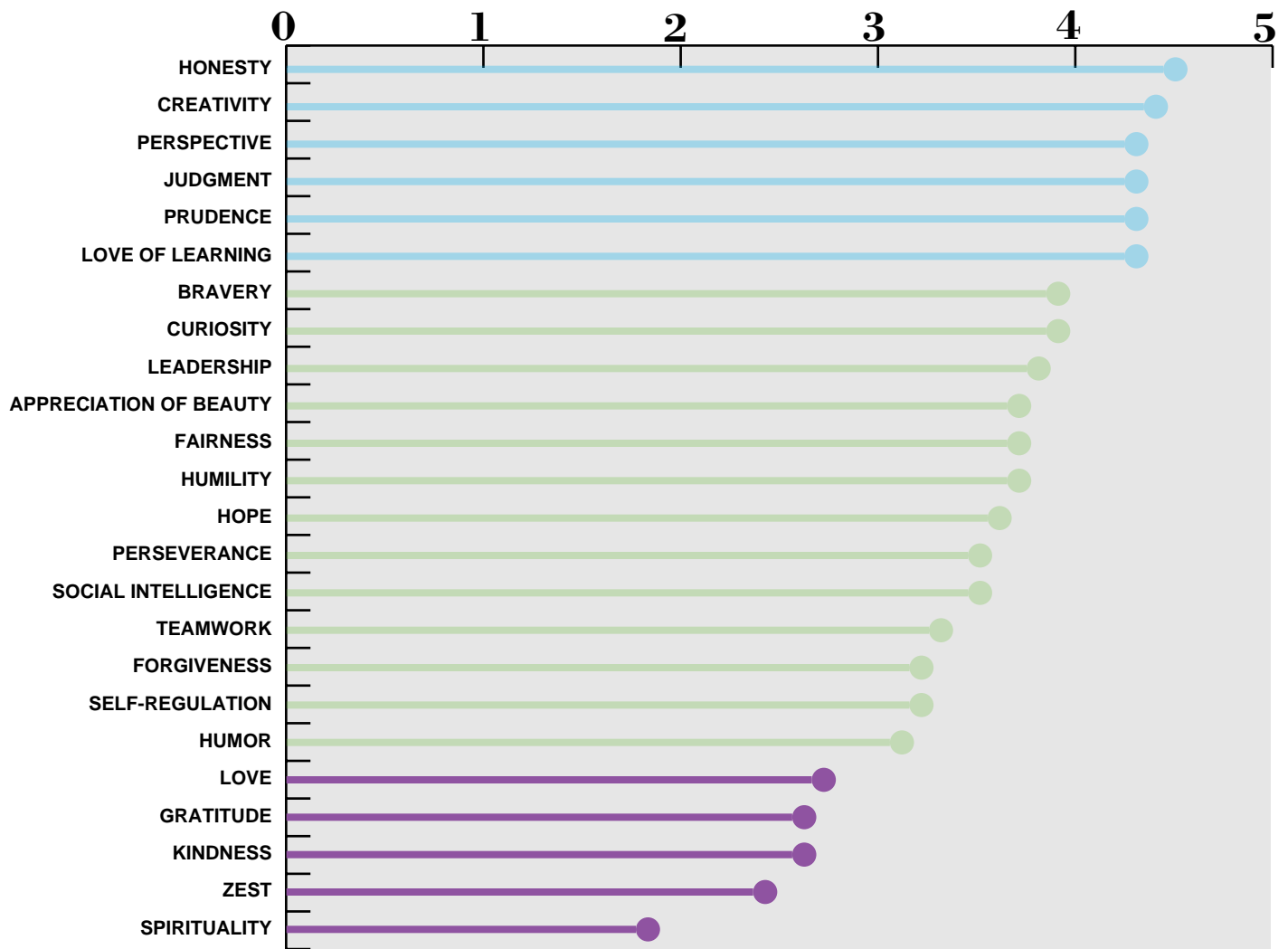
In many or all situations, you are able to control your impulses, desires, and your emotions. Most of the time, you are a disciplined person, and you are able to keep up with healthy habits of living. This strength helps you to keep a sense of balance, order, and progress in your life.

➔ | Your Lesser Strengths

You have a capacity for each of these lesser strengths. These are character strengths that do not occur as naturally as your other strengths. It probably requires a fair amount of effort and energy for you to use these strengths well, and at times this may be draining to you.

Naturally, some individuals may have an interest in boosting up their lesser strengths. It is most likely this can be achieved by deliberate practice and by using your signature strengths to do so.

For example, one person might use their signature strength of curiosity to boost their lesser strength of prudence by questioning others for advice on ways to be more conscientious. Another person may wish to boost their lesser strength of humility by using their signature strength of kindness through focusing care and empathy toward others and listening for the struggles of others rather than sharing one's own experiences.



➔ | Your Lesser Strengths



20

Love

The strength of love is about being close to other people and caring deeply about them. It also means that there are people who care deeply about your feelings and well-being. Individuals expressing love can put someone else's needs equal to or above their own and take pleasure from that. Love involves your interpersonal relationships and your capacity to tend and befriend to others.

21

Gratitude

Gratitude is being thankful for things in your life, such as your good health, good fortune, and relationships. Individuals portraying gratitude may count their blessings or reflect on how they have lived or are living a blessed life. The practice of gratitude can improve relationships, mental and physical health, goal achievement, and general optimism.

22

Kindness

Kindness is expressed by people who find pleasure in helping others. It involves going out of your way to make other people happy and thinking about the well-being of others. The strength of kindness relates to feeling more socially connected, higher feelings of self worth, and higher life satisfaction.

23

Zest

Individual portraying zest approach life with excitement and energy. They look forward to each new day and fully participate in life, rather than viewing it from the sidelines. Zest connects closely with levels of activity and physical health. It is also linked with having a sense of hope and optimism.

24

Spirituality

Spirituality involves having beliefs about the meaning and purpose of life that provide comfort to you. Spiritual individuals usually practice their beliefs in some way, for example, meditation, prayer, communing with nature, or attendance at religious services. The strength of spirituality helps individuals have a sense of being grounded and optimistic.

