# Character Strengths Feedback

WORKPLACES AT THEIR BEST ACTIVITY



Learn more about how others perceive your strengths in action. Focus on the positive aspects of your work life by seeking strengths feedback.

Use this activity to **promote self-development** in staff. Research has shown that identifying multiple domains performed by an employee in the workplace and their connections to character strengths promotes positive growth in the individual. This effect is amplified when the identified strengths are compared to the individual's strengths profile, especially their top five signature strengths (Niemiec, 2018).

### **INSTRUCTIONS**

- Identify which employees, departments, or groups will participate. Ensure each employee receiving feedback also receives a reflection sheet at the end.
- 2. Identify a reviewer for each employee to complete the Character Strengths Feedback form.
- Instruct reviewers to identify three character strengths they consistently observe in the employee and to provide specific examples of those strengths in action.
- 4. Distribute the forms, set a due date, and collect them once completed.
- 5. After collecting the forms, look for common themes across the feedback.
- Have each employee review their feedback and complete their Character Strengths Feedback Reflection.
- 7. Schedule a time to discuss key themes from the feedback and the employee's reflections.

#### **Materials Needed**

- Character Strengths Feedback Reflection (one per employee)
- Character Strengths Feedback Form (one per reviewer)

#### **Active Participants**

**Supervisor:** the individual who administers the process of the activity and provides materials

**Employee:** the individual who is receiving feedback

**Reviewers:** the individuals who are providing feedback

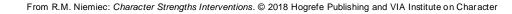


# Character Strengths Feedback Form



Check up to **3 character strengths** that best **reflect the employee's** (listed below) demonstrated **strengths**.

	Creativity: sees & does things in new/unique		Fairness: acts upon principles of justice;
	ways; original & adaptive ideas  Curiosity: open to different experiences;		does not allow feelings to bias decisions about others
	asks questions		Leadership: organizes group activities;
	Judgment: critical thinker; analytical; logical; thinks things through		encourages and leads groups to get things done
	Love of learning: master new skills & topics;		Forgiveness: merciful; accepts others'
	passionate about knowledge & learning  Perspective: wise; sees the big picture;		shortcomings; gives people a second chance <b>Humility:</b> modest; lets accomplishments
_	integrates others' views		speak for themselves; focuses on others
	<b>Bravery:</b> valorous; does not shrink from fear; speaks up for what is right		<b>Prudence:</b> careful; thinks before speaking; does not take undue risks
	Perseverance: overcomes obstacles;		Self-regulation: disciplined; manages
	finishes what is started  Honesty: integrity; truthful; authentic		impulses & emotions  Appreciation of Beauty & Excellence:
	Zest: enthusiastic; energetic; feels alive and		awe-filled; quickly moved to wonder; marvels
	activated  Love: gives and accepts love; genuine;		at beauty & greatness  Gratitude: thankful for the good; expresses
	values close relations with others		thanks
	Kindness: generous; nurturing; compassionate; altruistic		<b>Hope:</b> optimistic; future-minded; has a positive outlook
	Social Intelligence: aware of the motives		Humor: playful; enjoys joking and brings
	and feelings of oneself & others, knows what makes other people tick		smiles to others; lighthearted  Spirituality: purpose- & meaning-driven
	Teamwork: a team player; community-	_	opinidanty: purpose a meaning anven
	focused, socially responsible; loyal		
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Des	cribe how each strength you selected was reflected	ı ın the i	ndividual s benavior.





## Character Strengths Feedback Reflection



Distribute this form to employees after feedback has been collected from colleagues.

Name of Employee:		
After reviewing the feedback from others, what are your initial thoughts or reflections?		
Which character strengths from your feedback also appear in your Top 5 or Middle Strengths? How do you see these strengths show up in your work?		
Which strengths in your feedback are not part of your Top 5 or Middle Strengths? What thoughts do you have about this?		
What strengths do you think you use most in the workplace? How many of these strengths were highlighted by others?		

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**Note:** We recommend completing the VIA Character Strengths Survey at <u>viacharacter.org</u> and reviewing your Strengths Profile report before completing the reflection.

