

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

1. 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.
3. 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.
6. 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

1. Character Strengths Feedback Reflection (one per employee)
2. 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**.

Name of Employee: _____

Feedback Provided by: _____

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

Describe how each strength you selected was reflected in the individual's behavior.

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 viacharacter.org and reviewing your Strengths Profile report before completing the reflection.