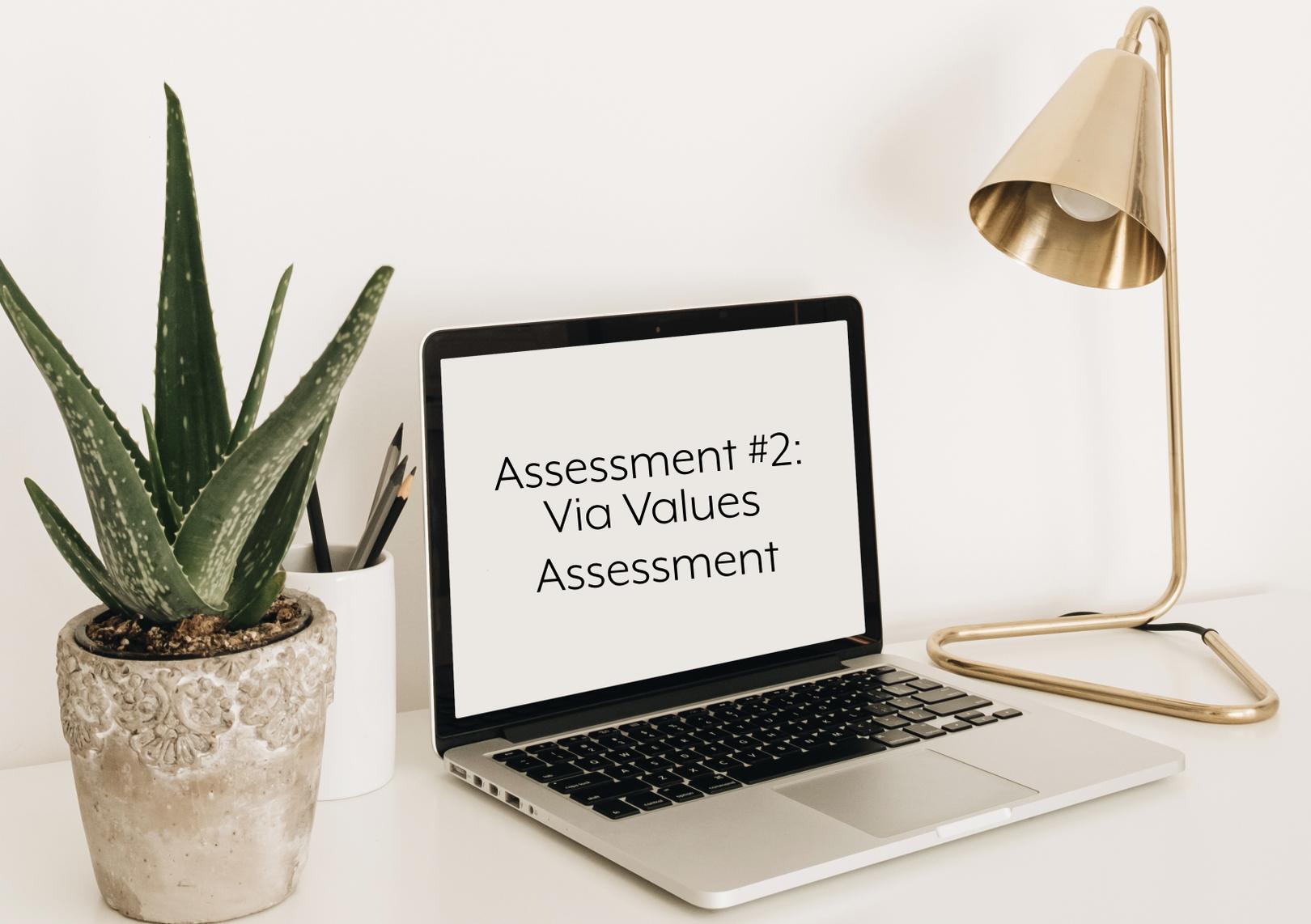


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Assessment #2: VIA (Values in Action) Values Assessment

- Complete VIA Values Assessment at: <https://www.viacharacter.org/survey/account/register> Download results and **add to folder**, (30 minutes)
- Watch Via Values Narrated Video: <https://drive.google.com/file/d/18gK3prDpDfwlxgUCa0MAISs9BvzZ4nJr/view?usp=sharing>
- Complete Via Values Assessment Reflection Questions (30 minutes)

The VIA Institute classified character into 24 character strengths, each grouped into one of six classes of virtues listed below:

- Wisdom and Knowledge: Creativity, Curiosity, Open-mindedness, Love of Learning, Perspective, Innovation
- Courage: Bravery, Persistence, Integrity, Vitality, Zest
- Humanity: Love, Kindness, Social Intelligence
- Justice: Citizenship, Fairness, Leadership
- Temperance: Forgiveness and Mercy, Humility, Prudence, Self-control
- Transcendence: Appreciation of Beauty, Gratitude, Hope, Humor, Spirituality

The essence of the labels is to categorize and name a positive aspect of a person's character. For example, a person who is high in Creativity has a style that is continuously "thinking of novel and productive ways to conceptualize and do things; includes artistic achievement but is not limited to it." Someone high in Zest is "approaching life with excitement and energy; not doing things halfway or halfheartedly; living life as an adventure; feeling alive and activated.

The two assessments share some basic principles. Both tests work from strengths-based psychology principals focused on individuals' positive qualities. One significant difference between the two evaluations is the type of strengths each assessment identifies. **VIA focuses on character strengths defined as positive traits of a personality that are present at times of excellence**, while *CliftonStrengths identifies strengths of talents defined as any natural ability that can be developed, resulting in near-perfect performance.*

With VIA, individuals strive to become balanced in all 24 strengths and are encouraged to develop all signature, middle and lower strengths. CliftonStrengths has a different development focus. While it is possible to tap into any of the 34 themes, CliftonStrengths believes your top talents naturally remain constant.

CliftonStrengths lends itself more naturally to being a career tool and *StrengthsFinder 2.0* is geared toward application in the workplace, while **VIA takes more of a social spin on their results -- think of it as a competency checklist for what society values.**

Bottom Line: [You] can use VIA Character Strengths and CliftonStrengths together to get a full view of a [your] natural patterns of thinking, behaving and feeling as well as virtues and values. Or they can be used together or separately to learn and coach on different aspects of personality and behavior.

As always, coaching is the process and the instrument chosen should help facilitate the purpose and outcome of the coaching session. Like other assessments we've explored, VIA has separate uses and applications. Some strengths are similar across the two theories, and others are unique to each tool. Gallup and the VIA Institute also publish complimentary research of the many positive psychological benefits of learning and working on character strengths as well as the performance outcomes and group benefits from using talents.

To read the full article: <https://www.gallup.com/cliftonstrengths/en/249878/compare-via-survey-cliftonstrengths.aspx#:~:text=VIA%20focuses%20on%20character%20strengths,resulting%20in%20near%2Dperfect%20performance>

Clinical psychologist Dr. Neal Mayerson and renowned researcher Dr. Martin Seligman began to explore the field of positive psychology in the late 1990s. Mayerson and Seligman used social science to examine the construct of character; precisely, the characteristics that define what is best about people.

According to the VIA Values assessment, whatever you want to accomplish, the good news is your character strengths can help you: Increase your happiness at home and at work, Improve your relationships, Discover balance with your health, Increase your performance, engagement and satisfaction at work and at school, Achieve your life goals, Reduce stress, Find meaning and purpose in life.

Complete these reflection questions for your VIA Values Assessment.

1. What are your TOP VALUES?

2. VIA operationalizes strengths according to three elements that define the essence of a signature strength. How do your values meet these criteria? Give a few examples.

- **Essential** – The strength feels essential to who you are as a person.
- **Effortless** – When you use the strength, it feels natural and effortless.
- **Energizing** – Using the strength energizes and uplifts you. It leaves you feeling happy, in balance

3. If you don't find yourself resonating right away with your 5 highest strengths, don't worry. In addition to feelings of excitement, joy, and pride, here are some other common reactions:

- **Surprise** – “I would never have expected that as a top strength!”
- **Confusion** – “What is that doing there?” or “This strength is more important to me than that one.”
- **Wishing** – “I want to change my profile! I wish I had bravery or perseverance in my top five.”

Did you feel this way about any of your strengths? Use the box below to explore these feelings:

4. Your top 5 value strengths are likely to come naturally to you; therefore, you don't always recognize them as strengths or realize how often you use them. Signature strengths-spotting involves actively looking for the expression of these strengths in your life, work and relationships. Consider a recent situation in which you used one or more of your signature strengths to make the situation better. Think about how your strengths benefited you and/or others. Maybe you felt a greater connection to someone, noticed a positive boost in your mood or helped motivate someone around you.

5. Consider the optimal use/application of your value strengths. See the chart on the following page and use the text box below to make note of where you may be overusing or underusing a strength.

EXPLORING OVERUSE: Despite all 24 character strengths being positive in their own right, research shows that there can be an upper limit where there is the “too-much-of-a-good-thing-effect.” Character strengths overuse occurs when you bring forth a strength too strongly in a situation and it has a negative impact on you and/or others. It is especially common to overuse your signature strengths since those are the qualities that are easiest for you to express (but any strength can be overplayed).

EXPLORING UNDERUSE: Similarly, yet on the other end of the continuum, character strengths underuse occurs when you do not apply character strengths or enough of a character strength in a situation and there is a negative impact on your and/or others. If you do not bring forth enough of a particular character strength in a situation where it is called for, you aren’t bringing an important part of your personality to the situation. You might be missing an opportunity for personal growth or a chance for greater connection with others.

EXPLORING OPTIMAL USE: Character strengths optimal use means to express your character strengths at the right time and amount for the situation you are in. This involves mindful attention and practice. It's up to you to discover what amount of strengths use is "just right" for a given situation. This expression can be impacted by your past experiences, your general personality, who you are with, and what's going on around you.

Strengths Use Chart			
STRENGTH	UNDERUSE	OPTIMAL USE	OVERUSE
LOVE OF LEARNING	Smug; Uninterested	Information-seeking; Lifelong learner	Know-it-all; Elitist
CREATIVITY	Conforming; Plain	Uniqueness that is practical; Original	Eccentric; Odd
APPR OF BEAUTY/EXCL	Oblivious; Stuck in autopilot	Seeing the life behind things	Snobbery; Perfectionistic
CURIOSITY	Bored; Apathetic	Intrigued; Open	Nosy; Intrusive
BRAVERY	Cowardly; Unwilling to act	Facing Fears; Confronting adversity	Risk-taking; Foolish
LEADERSHIP	Follower; Passive	Positively influencing others	Bossy; Controlling
GRATITUDE	Entitled; Self-absorbed	Connected; Appreciating positives	Contrived; Repetitive
HONESTY	Phony; Inauthentic	True to oneself; Sincere	Self-righteous; Rude
LOVE	Isolating; Cut-off from others	Genuine; Reciprocal warmth	Emotional over-kill; Touchy-feely
HUMOR	Overly serious; Flat affect	Laughter with others; Playful	Offensive; Giddy
PERSPECTIVE	Shallow; Superficial	Sees and offers the wider view	Overbearing; Arrogant
SPIRITUALITY	Unaware of core values	Connecting with the sacred	Preachy; Fanatical
HOPE	Negative; Past-oriented	Positive expectations; Optimistic	Unrealistic; Blind optimism
SOCIAL INTELLIGENCE	Clueless; Disconnected	Tuned in; Empathetic	Over-analytical; Self-deceiving
ZEST	Passive; Sedentary	Active; Energized	Hyper; Overactive
KINDNESS	Indifferent; Selfish	Caring; Compassionate	Intrusive; Overly focused on others
JUDGMENT	Illogical; Naïve	Analytical; Open-minded	Cynical; Rigid
HUMILITY	Arrogant; Self-focused	Focuses attention on others; Modest	Self-deprecation; Limited self-image
PRUDENCE	Reckless; Thrill-seeking	Wisely cautious; Goal-oriented	Over cautious; Hesitant
TEAMWORK	Self-serving; Individualistic	Loyal; Collaborative	Dependent; Loss of individuality
FAIRNESS	Prejudice; Complacency	Champions equal opportunity for all	Detached; Uncaring justice
PERSEVERANCE	Lazy; Helpless	Task completer; Persistent	Stubborn; Struggles to let go
FORGIVENESS	Vengeful; Merciless	Letting go of hurt when wronged	Permissive; Doormat
SELF-REGULATION	Impulsive; Undisciplined	Mindful; Disciplined	Constricted; Obsessive

6. Consider your TOP FIVE Clifton Strengths and your value strengths. Do you see any similarities or connections?

7. Consider a time where you were in the **zone of excellence**. Looking at your TOP FIVE VIA strengths, can you see a connection behind excellence and your character strengths? How so?

**WANT TO LEARN MORE
ABOUT YOUR VALUES?**



The Power of Character Strengths Book

Discover how to appreciate what's best in you, unleash your highest potential, and reach your life goals. This bestselling book details over 100 specific practices for using the 24 character strengths and offers a 4-step, research-based program called Strengths Builder.

Visit Characterstrengthsbook.com to purchase.