# 12@12 - Using Strengths: The Goldilocks Way

## Slide 1

## Strengths are things at which we

## Enjoy doing

## Use often

## Energise us

## Strengths make us feel stronger

## Marcus Buckingham

## Slide 2

## 24 strengths

## Citizenship

## Fairness

## Leadership

## Teamwork

Courage

## Bravery

## Perseverance

## Honesty

## Zest

Wisdom

## Creativity

## Curiosity

## Love of learning

## Judgement

## Perspective

Transcendence

## Hope

## Spirituality

## Humour

## Gratitude

## Appreciation of beauty

Humanity

## Social Intelligence

## Kindness

## Love

Temperance

## Self-regulation

## Prudence

## Humility

## Forgiveness

## Slide 3

Share a strength that you noticed using in the last week

## Slide 4

It’s helpful to find the right strengths in the right amount for the right situation

Just like Goldilocks

## Slide 5

Overplaying Our Strengths

## Feel things keep going wrong

## Unappreciated

## On verge of burning out

Underplaying Our Strengths

## Can appear as lack of confidence

## We’re uncertain of strengths

## and how to apply them

## Slide 6

Which character strengths might you have Overplayed or Underplayed recently?

## Slide 7

Strengths-based conversations can motivate, strengthen, elevate, and promote confidence, empowerment, and responsibility.

*Pernille Hippe Burn*

## Slide 8

Giving Feedback

## Focus on strengths

## Performance goes up 36%

Focus on weaknesses

## Performance goes down 27%

## Slide 9 **Developing Your VIA Character Strengths**

Take: Take the free VIA Character Strengths survey

Reflect: After you turn off your computer each evening spend 5 minutes reflecting on what character strengths you noticed yourself using today. Which ones might you have overplayed or underplayed.

Choose: Choose one strength that you want to focus on trying to get the Goldilocks amount for tomorrow. Set your intention.

## Slide 10 Want to find out more?

VIA Institute on Character Topics: Strengths-based advice https://www.viacharacter.org/topics

Michelle Mcquaid Put Your Strengths to Work (free [ebook)](https://www.michellemcquaid.com/strengths-ebook/) https://www.michellemcquaid.com/strengths-ebook/