

signature strengths assessment

Frequently so-called "*signature strengths*" are seen as the four to seven strengths that are scored most highly on the VIA-IS questionnaire. Another helpful and overlapping way of identifying signature strengths is by checking how well they satisfy the following core characteristic and the three additional defining characteristics:

1. **core:** This is the most important defining aspect of a signature strength – that it feels central to one's sense of oneself, that without it a core aspect of oneself would be missing.
2. **energizing:** Typically one feels energized when one uses this strength.
3. **ease:** The strength emerges easily, naturally and repeatedly as one goes through one's life.
4. **across settings:** The strength is used across the various settings of one's life – work, home, leisure, and so on.

(from Ryan Niemiec's comments on signature strengths in the book "Character strengths matter")

Using the table below, in the left hand column write down strengths that you feel are "signature" for you – for example, those indicated in your VIA survey results and maybe others you have identified yourself. In subsequent columns, note how well each of these strength satisfies the four criteria (especially the first key "core" criterion). Then note any additional thoughts or feelings that emerge from your results.

To indicate how well a strength satisfies each criterion, please use the following scale:

0 1 2 3 4
not at all a little somewhat quite a lot very much

strength	core	energizing	ease	across settings

Note additional thoughts & feelings that emerge as you complete this exercise. Do the results that come from filling in the table agree with the signature strengths suggested from your VIA survey report? If not, in what ways do they differ? Identification of signature strengths is not an exact science. Probably most important is how helpfully you can use this strengths information.

