



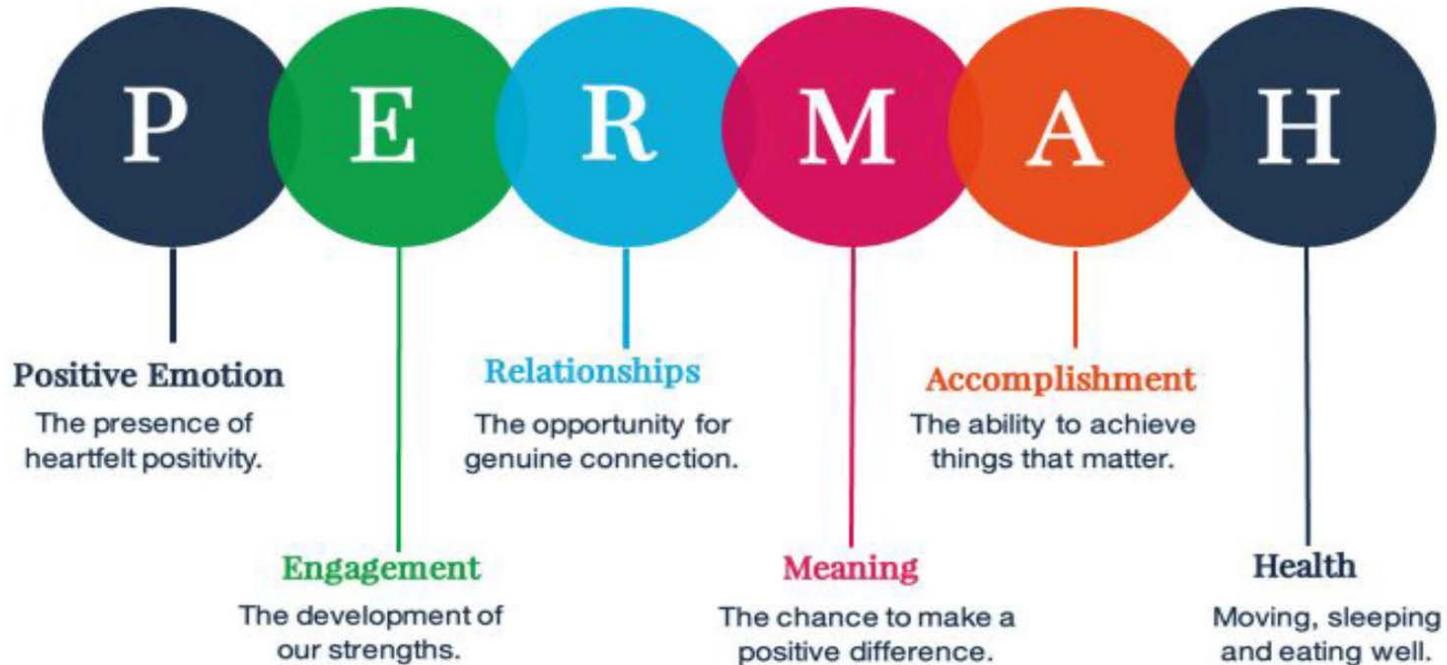
MIDLAND AREA  
**WELLBEING**  
COALITION

# What's Right With You? Plenty!

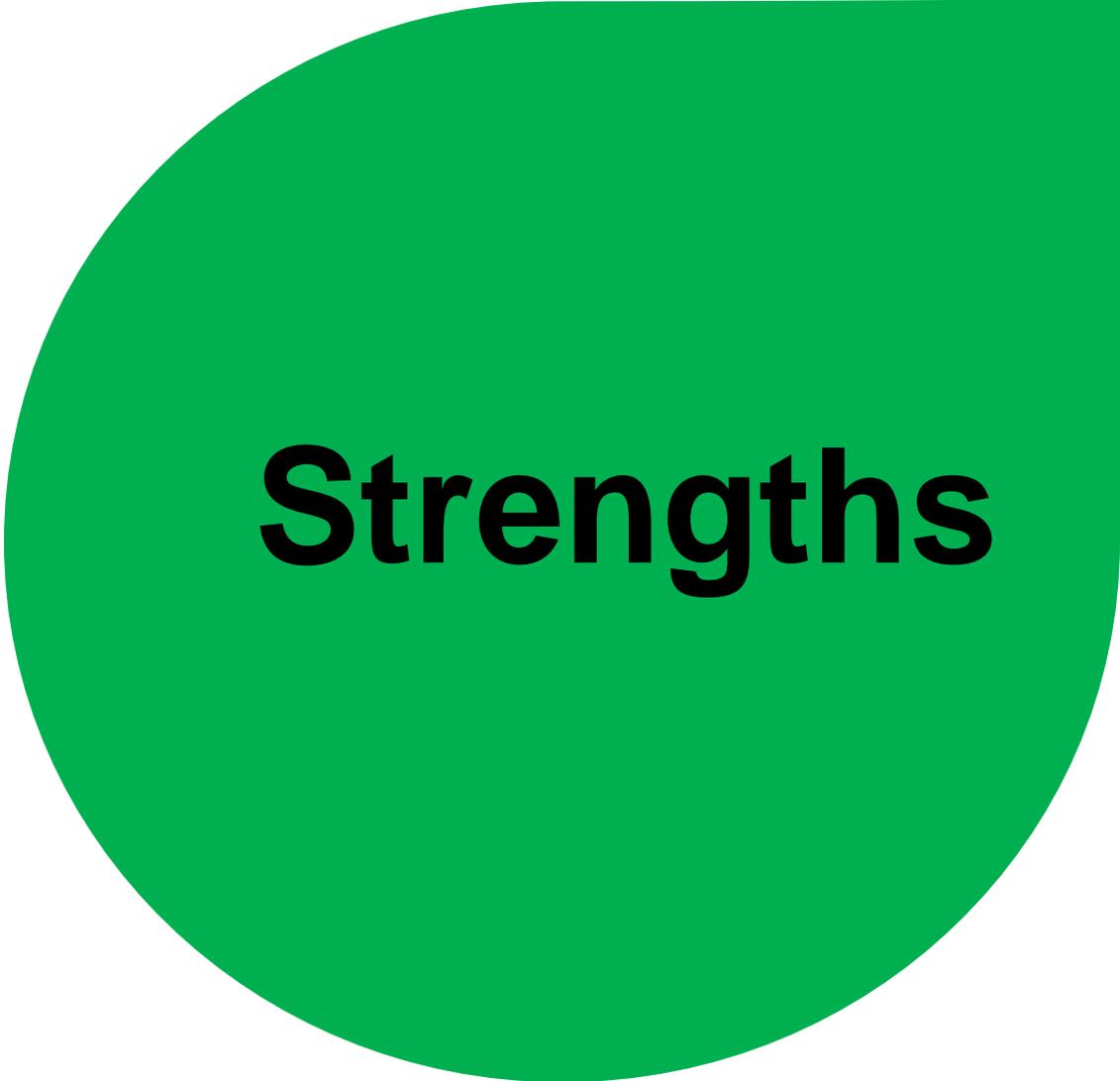
*Bridgette M. Gransden, CPA, CGFM, CAPP*

*County of Midland*

Boosting skills in these six areas is proven to increase resilience, wellbeing, and happiness.



Engagement:



**Strengths**

# Our “Strengths” Mission

Leverage

Own

Spot

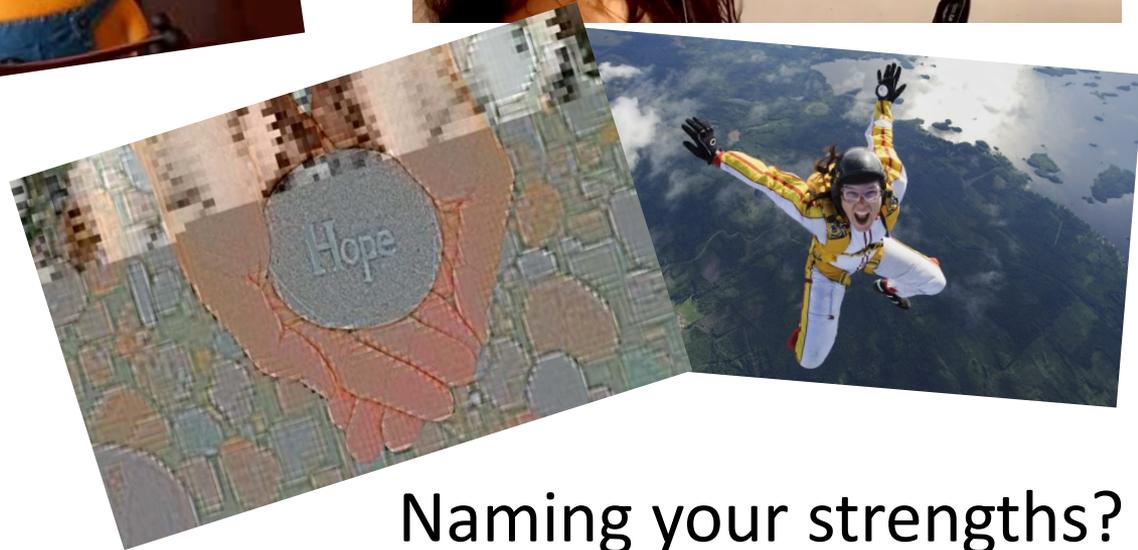
Name

Celebrate



# Which is Easier?

Naming your weaknesses?



Naming your strengths?

# What's right with you?

- **Talents** – naturally recurring patterns of thought or behavior (your spontaneous reactions to a situation) that help **explain how a person is “wired”**
- **Knowledge** – **what you are aware of** (facts and experience)
- **Skills/Abilities** – **ability to perform a task**. Are honed over time to unlock their maximum potential
- **Competencies = KSAs (Knowledge, Skills & Attitude)**
- **Strengths** – **Strengths are talents, which when performed, invigorate us and make us feel strong. Our Signature Strengths energize us.**

# Quick Quiz--Did You Know?

4,000 labels describing what's right about people

40,000 labels for various disorders

(what's wrong with people)

850 Articles on joy

3,000 on happiness

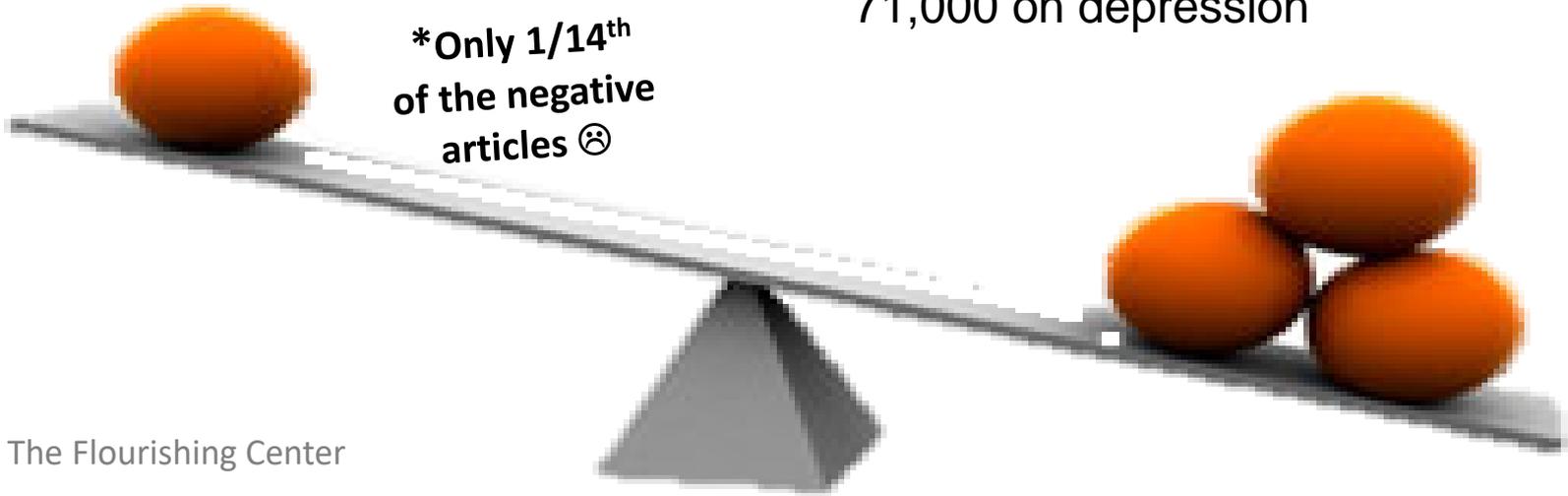
5,700 on life satisfaction

8,000 articles on anger

58,000 on anxiety

71,000 on depression

**\*Only 1/14<sup>th</sup>  
of the negative  
articles ☹️**

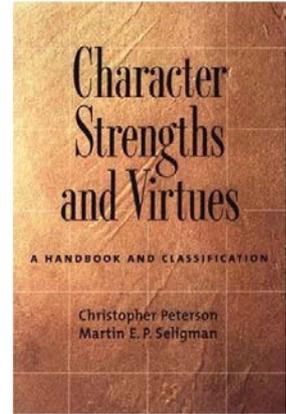




# Defining Strengths

# What is it?

- “What’s right with you?!”
- “Reframing”—**a language for enhancing the positive** within individuals and groups.
- 24 researched *strengths/virtues*



**Dr. Christopher Peterson**

# Strength vs. Talent

- Strength
  - Moral
  - More Buildable
  - Deliberate
  - Not Squanderable
  - Willable
- Talent
  - Neutral
  - More Fixed
  - Automatic
  - Squanderable
  - Not Willable



# Signature (Key) Strengths give us energy....

If you continue to do things that **take energy**, without really doing the things that **replenish your energy**, you will burnout.

**Burnout** is a process of **chronic stress and disengagement.**





# Feeling Strengths

# When describing weakness people: (Linley, 2011)

- Are more hesitant and struggle to express themselves;
- Their voice sounds dejected and deflated;
- Are more critical and unforgiving of themselves;
- Their attention narrows to focus only on the problems they are talking about, rather than their solutions;
- Their tone is heavy and self-critical;
- Express annoyance at their failings;
- Express impatience at themselves and their situation;
- Are more likely to be retrospective and backward looking;
- Tend to feel weaknesses as being constrictive, narrowing

# When talking about strengths, people: (Linley, 2011)

- Change the sound and tone of their voice, becoming clearer and more focused;
- Speak rhythmically, having found their own natural pace and flow;
- Have a sense of energy and uplift in their voice;
- Seem happy and relaxed when talking, but also very energized;
- Have a great sense of confidence;
- Sound very authentic, honest, integrated, and complete;
- Use more elaborate language and can explain things graphically;
- Use phrases like “I love” and “it just fits;”
- Have passion in their tone and voice that is evident;
- Are fully engaged with the conversation and fully present within it;
- Are more likely to be forward looking and optimistic;
- Using a musical analogy, people shift from a “minor key” to a “major key;”
- Have a sense of absorption in the subject and a loss of self-consciousness;
- Have more immediate responses;
- Talk about recognizing the strength in their childhood.



# **Name Strengths**

# VIA Tool

Focuses on strengths of  
**Character.**



# PERIODIC TABLE OF CHARACTER STRENGTHS

WHAT ARE YOUR STRENGTHS  
AND WHICH DO YOU WANT TO DEVELOP?

TRANSCENDENCE

WISDOM

CREATIVITY

CURIOSITY

LOVE OF  
LEARNING

PERSPECTIVE

COURAGE

BRAVERY

PERSEVERANCE

HONESTY

ENTHUSIASM

HUMANITY

LOVE

KINDNESS

SOCIAL  
INTELLIGENCE

JUSTICE

SOCIAL  
RESPONSIBILITY

TEAMWORK

FAIRNESS

LEADERSHIP

TEMPERANCE

FORGIVENESS

HUMILITY

PRUDENCE

SELF-  
CONTROL

APPRECIATION  
OF BEAUTY

GRATITUDE

OPTIMISM

HUMOR

SPIRITUALITY

# What Signature Strengths Do We Have?

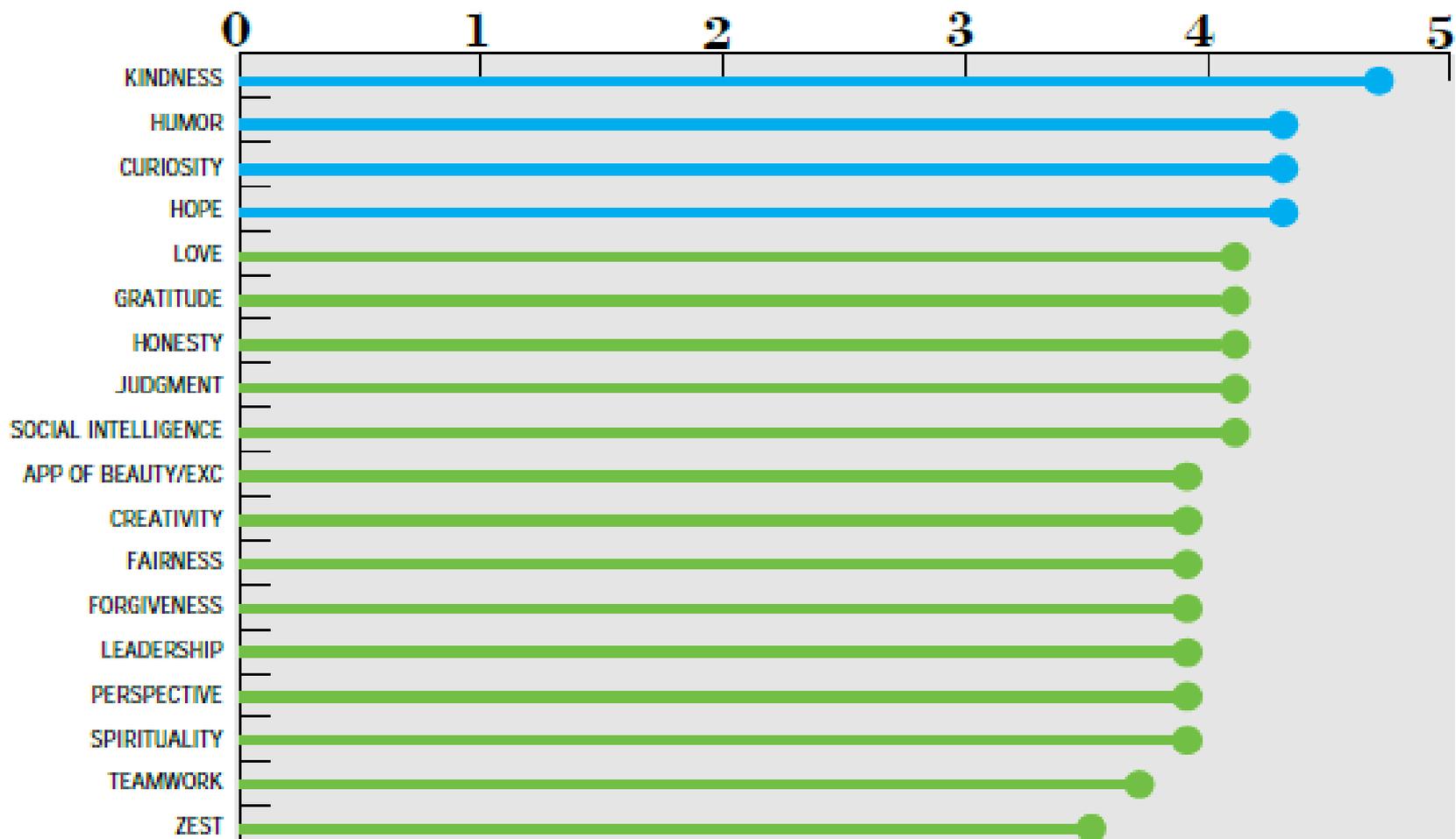
Go to [www.menti.com](http://www.menti.com) and use the code 4892 9144

Or use the link in the chat

Or use the QR Code below



Were you surprised by your results?



# VIA Strengths Chart: What Are Your Neurological Superpowers?



TRANSCENDENCE  
**APPRECIATION OF BEAUTY & EXCELLENCE**  
 You notice and appreciate beauty and excellence in all domains of life.



COURAGE  
**BRAVERY**  
 You do not shrink from threat, challenge, difficulty, or pain.



WISDOM  
**CREATIVITY**  
 Thinking of new ways to do things is a crucial part of who you are.



WISDOM  
**CURIOSITY**  
 You like exploration and discovery.



JUSTICE  
**FAIRNESS**  
 One of your abiding principles is to treat all people fairly.



TEMPERANCE  
**FORGIVENESS**  
 You forgive those who have done you wrong.



TRANSCENDENCE  
**GRATITUDE**  
 You are aware of good things that happen and don't take them for granted.



COURAGE  
**HONESTY**  
 You live your life in a genuine and authentic way.



TRANSCENDENCE  
**HOPE**  
 You expect the best in the future, and you work to achieve it.



TEMPERANCE  
**HUMILITY**  
 You do not seek the spotlight and others value your modesty.



TRANSCENDENCE  
**HUMOR**  
 Bringing smiles to other people is important to you.



WISDOM  
**JUDGMENT**  
 You think things through and examine them from all sides.



HUMANITY  
**KINDNESS**  
 You are kind and generous to others.



JUSTICE  
**LEADERSHIP**  
 You excel at encouraging a group to get things done.



HUMANITY  
**LOVE**  
 You value close relationships with others.



WISDOM  
**LOVE OF LEARNING**  
 You have a passion for mastering new skills, topics, and bodies of knowledge.



COURAGE  
**PERSEVERANCE**  
 You work hard to finish what you start.



WISDOM  
**PERSPECTIVE**  
 People who know you consider you wise.



TEMPERANCE  
**PRUDENCE**  
 You are a careful person.



TEMPERANCE  
**SELF-REGULATION**  
 You are a disciplined person.



HUMANITY  
**SOCIAL INTELLIGENCE**  
 You know how to fit in to different social situations.



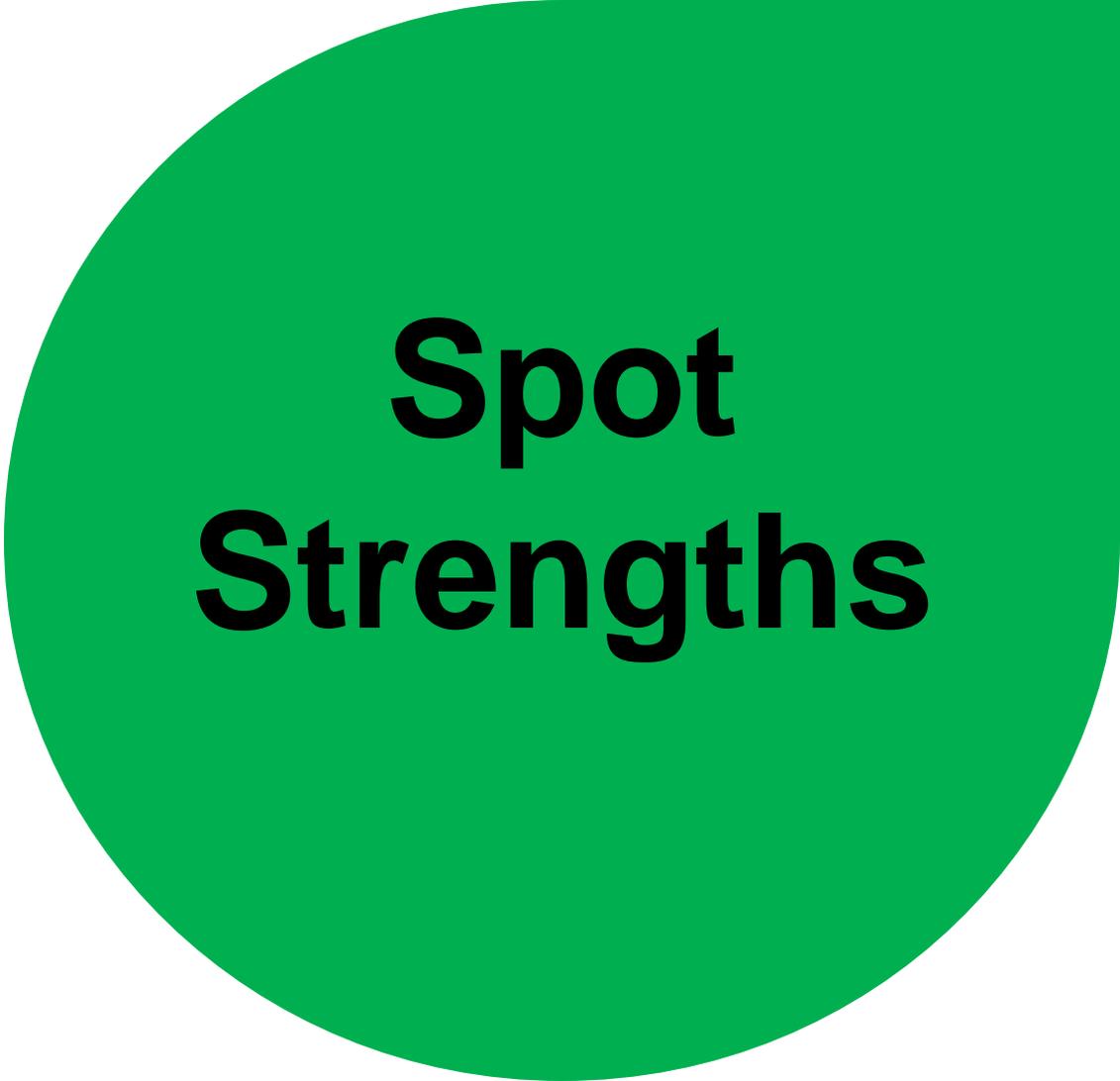
TRANSCENDENCE  
**SPIRITUALITY**  
 Your beliefs shape your actions and are a source of comfort to you.



JUSTICE  
**TEAMWORK**  
 You excel as a member of a group.

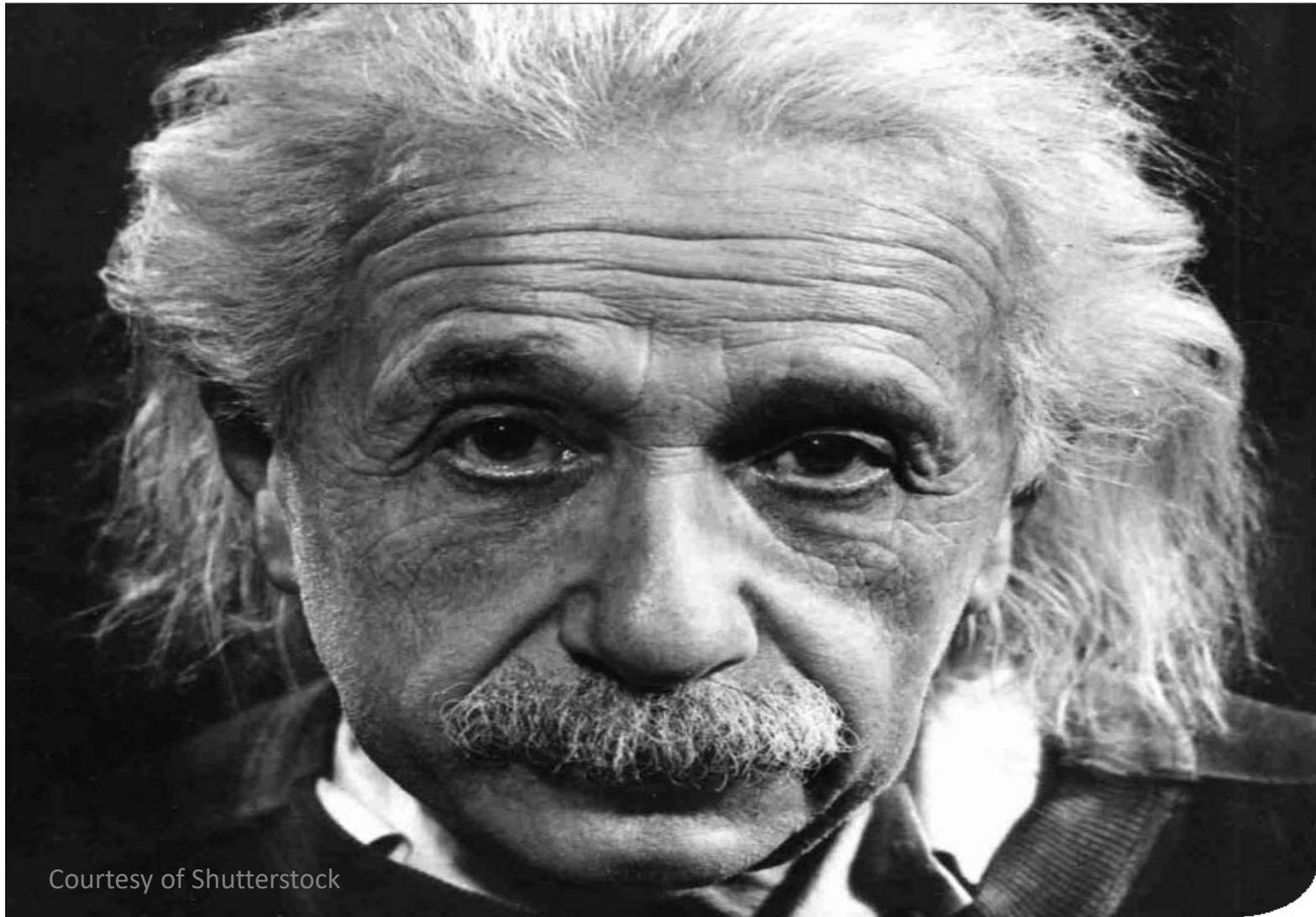


COURAGE  
**ZEST**  
 You approach everything you do with excitement and energy.



# Spot Strengths

# **Name that Strength**



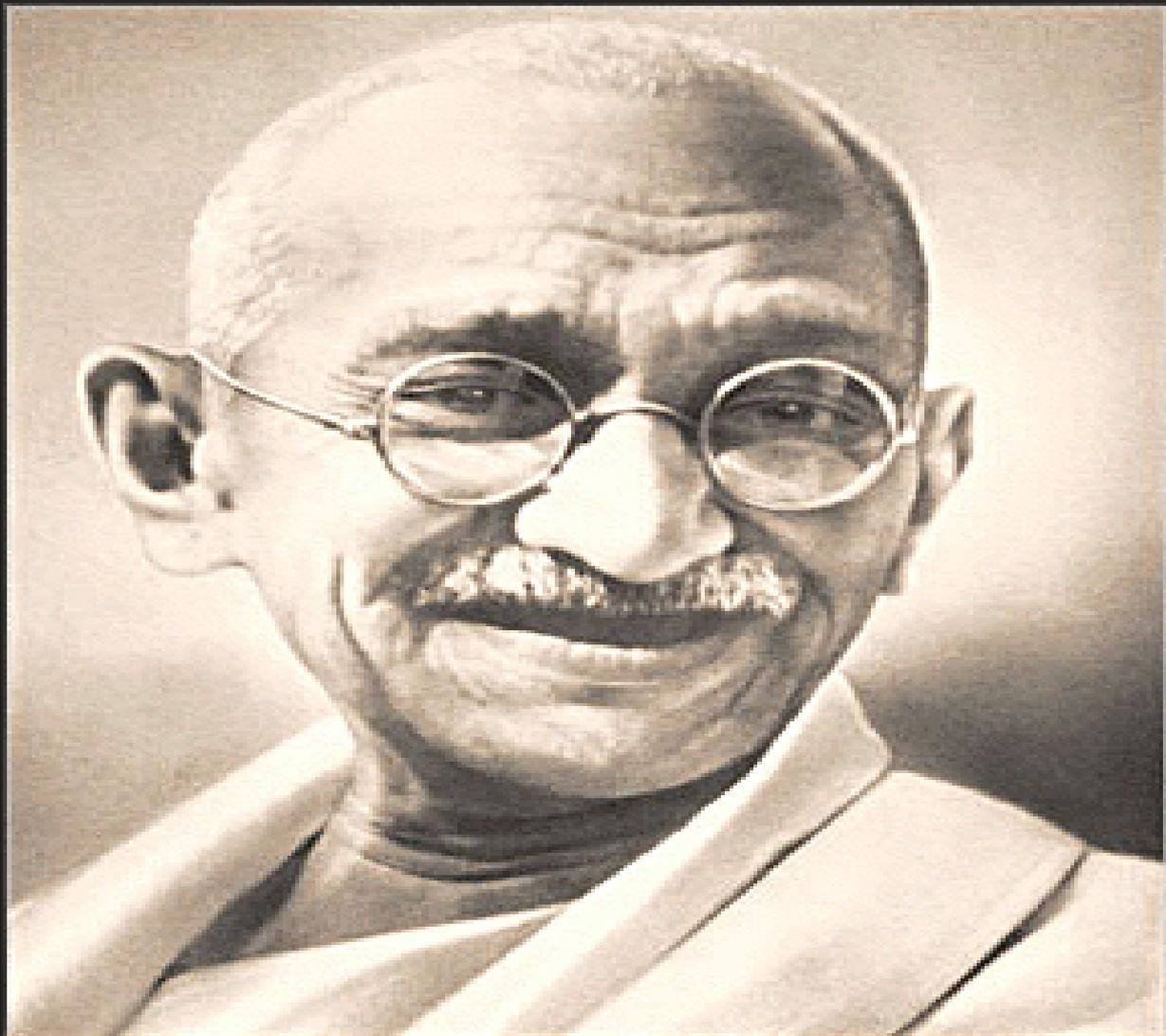
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Can you See  
Strengths in Others?

Your Partner

Your Child

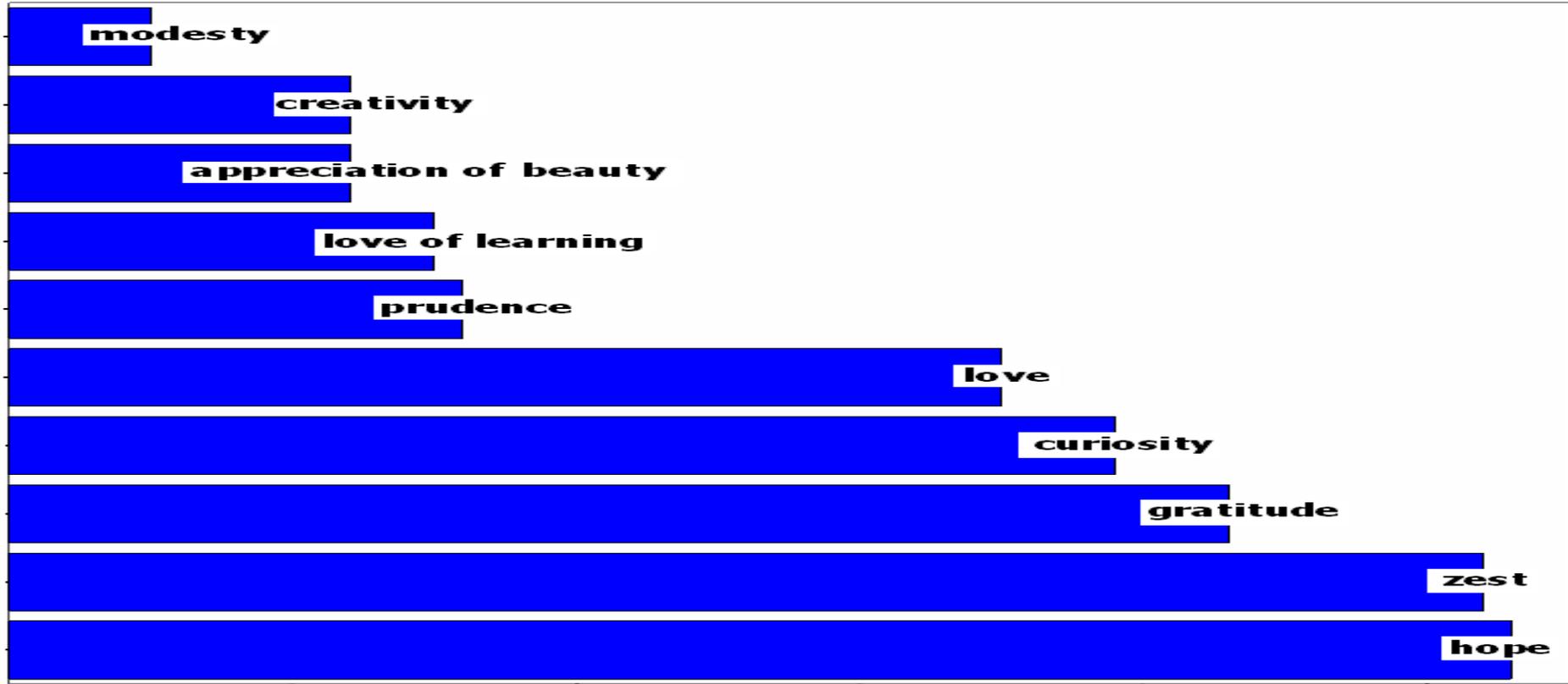
Your Best  
Friend

Someone with  
whom you have  
challenges

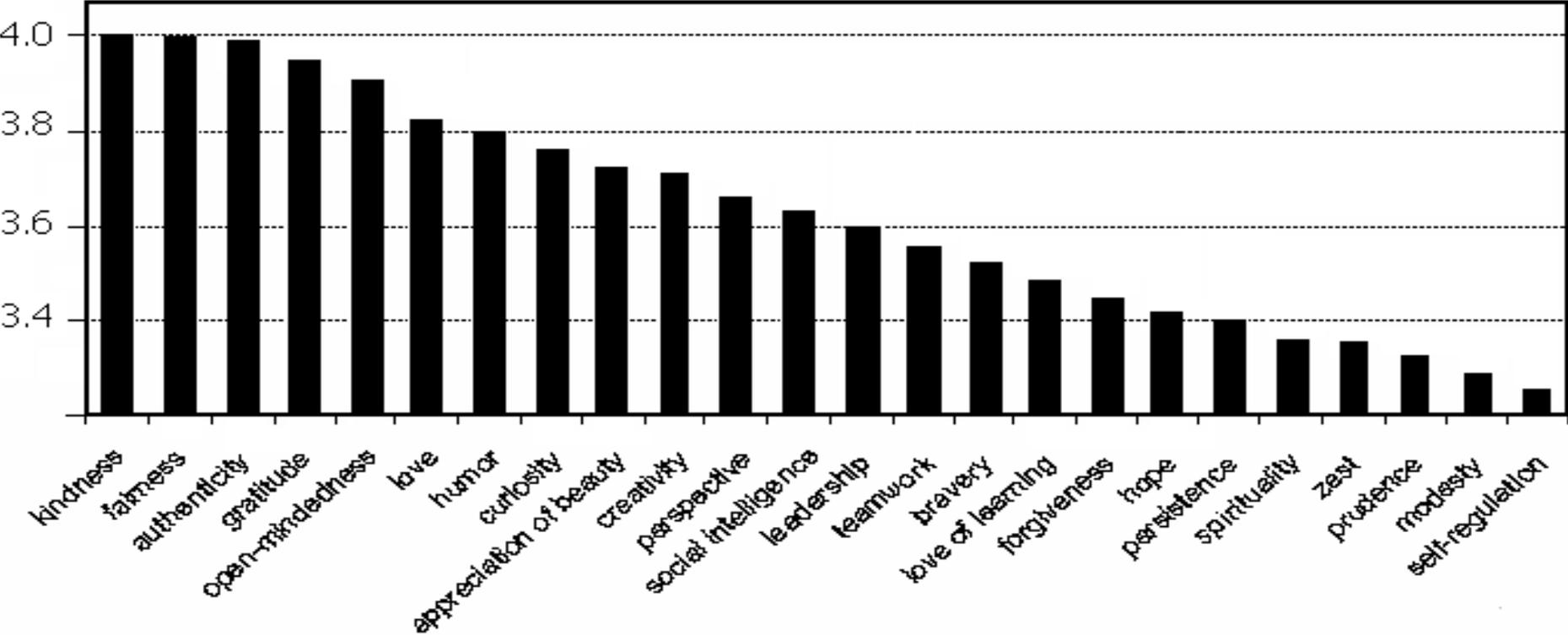


**Strengths  
Worth  
Cultivating**

# Correlations Between Strengths and Life Satisfaction (Big 5)



# Self Report Strengths in US



Greater Strengths ←

→ Lesser Strengths



# Strengths in Balance

**Strengths  
In Balance:**

**Overuse  
Underuse  
Opposites**



<b>Strength</b>	<b>Opposite</b>	<b>Absence</b>	<b>Excess</b>
creativity	triteness	conformity	eccentricity
curiosity	boredom	disinterest	nosiness
judgment	gullibility	ineffectiveness	cynicism
love of learning	orthodoxy	complacency	"know-it-all"-ism
perspective	foolishness	shallowness	ivory tower
bravery	cowardice	fright	foolhardiness
persistence	helplessness	laziness	obsessiveness
authenticity	deceit	phoniness	righteousness
vitality	lifelessness	restraint	hyperactivity
intimacy	loneliness	isolation/autism	emotional promiscuity
kindness	cruelty	indifference	intrusiveness
social intelligence	self-deception	obtuseness	psychobabbling
citizenship	narcissism	selfishness	chauvinism
fairness	prejudice	partisanship	detachment
leadership	sabotage	compliance	despotism
forgiveness	vengefulness	mercilessness	permissiveness
humility	arrogance	footless self-esteem	self-deprecation
prudence	recklessness	sensation-seeking	prudishness
self-regulation	impulsivity	self-indulgence	inhibition
awe	criticism	oblivion	snobbery
gratitude	entitlement	rudeness	ingratiation
hope	despair	present orientation	Pollyannaism
humor	dourness	humorlessness	buffoonery
spirituality	alienation	anomie	fanaticism

I WAS ADDICTED  
TO THE  
HOKEY POKEY  
BUT I TURNED  
MYSELF AROUND

# Amy Purdy: Living Beyond Limits

# What we know . . .

- People *DO* have character strengths – a family of them
- There is a consensus about what these are
- Strengths can be measured
  - Although* the measures are not strong diagnostic tests
- Base of measurement differs
  - Research (nomothetic approach: similarities between people)
  - Practice (idiographic approach: unique to the individual)
- These strengths provide a useful orientation, vocabulary & are indispensable to applied positive psychology & wellbeing
- Character has important consequences

# So What is Right With You?

- Research shows that knowing, naming and using your strengths increases your life-satisfaction.
- It's just as important to build **What is Right With You** as it is to fix what's wrong with you.
- There's as much to be learned focusing on what is working.
- “Reframing” takes practice-- but it is worth it and so are you!

Stop hating yourself  
for everything you  
aren't. Start loving  
yourself for  
everything  
that you  
are.





POSITIVE



ENGAGEMENT



RELATIONSHIPS



MEANING



ACCOMPLISHMENT



HEALTH



P E R M A H