



Finding the Sweet Spot - Jaime Zsiros

This list has been personalized for you based on the results of your VIA reports. Your strengths are color-coded: Signature strengths (top 7) - dark green; Middle strengths - light green; Lesser strengths (bottom 5) - yellow.

Directions: Please highlight the overuse definitions of your signature strengths and the underuse definitions of your lesser strengths.

strength		underuse	optimal use	overuse
1	Honesty	deception; lack of authenticity	authentic self-expression; responsibility	bluntness; ignoring tact or empathy
2	Kindness	aloof; selfish	compassion; empathy in action	martyrdom; compassion fatigue
3	Humility	arrogance; self-centeredness	accurate self-view; respectful of others	self-effacing; inability to accept credit
4	Judgment	uncritical acceptance; naive	thoughtful consideration; balanced reasoning	hypercritical; indecisive
5	Love Of Learning	disengaged with knowledge	intentional learning; open minded	analysis paralysis; ignoring practicality
6	Curiosity	uninterested; apathetic	information seeking; exploration	scattered focus; superficial dabbling
7	Teamwork	isolated; lacking group synergy	cooperative effort; shared goals	groupthink; conformity
8	Social Intelligence	clueless about social cues; insensitive	aware of social dynamics; empathetic communication	manipulative; overthinking interactions
9	Love	disconnected; lonely	warmth and closeness with others	clinging; ignoring personal boundaries
10	Hope	apathy; pessimistic despair	positive expectations; optimistic	delusional positivity; ignoring problems
11	Humor	grim; unapproachable	healthy levity; group-oriented	excessive teasing; belittling
12	Gratitude	entitled; unappreciative	positive expectations; optimistic	dependent; blind acceptance/loss of individuality
13	Fairness	bias; partial treatment	equitable decisions; impartial justice	inflexible adherence to rules over context
14	Forgiveness	resentful; vengeful	letting go of grudges; understanding	enabling repeated harm; ignoring boundaries
15	Appreciation Of Beauty Excellence	oblivious; uninterested in excellence	valuing artistry, skill, or beauty	hyperfocus on perfection; aesthetic snobbery
16	Self-Regulation	indulgent; lacking discipline	balanced habits; emotional control	rigidity; denying basic needs
17	Prudence	impulsive; risky decisions	thoughtful planning; caution	overly cautious; fear of risk
18	Perspective	unaware; limited viewpoint	wisdom-based insight; broad perspective	overthinking; constant re-evaluation
19	Leadership	lack of direction; passive group involvement	guiding vision; collaborative organization	domineering; micromanagement
20	Creativity	uninspired; stuck thinking	imaginative solutions; innovative	unrealistic; ignoring constraints
21	Zest	low energy; indifferent	enthusiasm; active engagement	impulsivity; burnout from



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				overcommitment
22	Bravery	fear-driven; easily intimidated	standing up for beliefs; persevering through adversity	reckless risk-taking
23	Perseverance	easily give up; no follow-through	steadfast pursuit of goals; resilience	stubbornness; ignoring diminishing returns
24	Spirituality	lack of purpose; disconnected from sacred	finding purpose; pursuing life meaning/connecting with sacred	fanatical; preachy/rigid beliefs

Adapted from Niemec, Ryan M. *Character Strengths Interventions*. Boston, MA: Hogrefe Publishing, 2018. p.96-97