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** | **Humor** | grim; unapproachable | healthy levity; group-oriented | excessive teasing; belittling |
| **2** | **Fairness** | bias; partial treatment | equitable decisions; impartial justice | inflexible adherence to rules over context |
| **3** | **Kindness** | aloof; selfish | compassion; empathy in action | martyrdom; compassion fatigue |
| **4** | **Social Intelligence** | clueless about social cues; insensitive | aware of social dynamics; empathetic communication | manipulative; overthinking interactions |
| **5** | **Teamwork** | isolated; lacking group synergy | cooperative effort; shared goals | groupthink; conformity |
| **6** | **Honesty** | deception; lack of authenticity | authentic self-expression; responsibility | bluntness; ignoring tact or empathy |
| **7** | **Love Of Learning** | disengaged with knowledge | intentional learning; open minded | analysis paralysis; ignoring practicality |
| **8** | **Gratitude** | entitled; unappreciative | positive expectations; optimistic | dependent; blind acceptance/loss of individuality |
| **9** | **Hope** | apathy; pessimistic despair | positive expectations; optimistic | delusional positivity; ignoring problems |
| **10** | **Forgiveness** | resentful; vengeful | letting go of grudges; understanding | enabling repeated harm; ignoring boundaries |
| **11** | **Zest** | low energy; indifferent | enthusiasm; active engagement | impulsivity; burnout from overcommitment |
| **12** | **Judgment** | uncritical acceptance; naive | thoughtful consideration; balanced reasoning | hypercritical; indecisive |
| **13** | **Humility** | arrogance; self-centeredness | accurate self-view; respectful of others | self-effacing; inability to accept credit |
| **14** | **Appreciation Of Beauty Excellence** | oblivious; uninterested in excellence | valuing artistry, skill, or beauty | hyperfocus on perfection; aesthetic snobbery |
| **15** | **Curiosity** | uninterested; apathetic | information seeking; exploration | scattered focus; superficial dabbling |
| **16** | **Perseverance** | easily give up; no follow-through | steadfast pursuit of goals; resilience | stubbornness; ignoring diminishing returns |
| **17** | **Bravery** | fear-driven; easily intimidated | standing up for beliefs; persevering through adversity | reckless risk-taking |
| **18** | **Perspective** | unaware; limited viewpoint | wisdom-based insight; broad perspective | overthinking; constant re-evaluation |
| **19** | **Creativity** | uninspired; stuck thinking | imaginative solutions; innovative | unrealistic; ignoring constraints |
| **20** | **Self-Regulation** | indulgent; lacking discipline | balanced habits; emotional control | rigidity; denying basic needs |
| **21** | **Leadership** | lack of direction; passive group involvement | guiding vision; collaborative organization | domineering; micromanagement |
| **22** | **Prudence** | impulsive; risky decisions | thoughtful planning; caution | overly cautious; fear of risk |
| **23** | **Spirituality** | lack of purpose; disconnected from sacred | finding purpose; pursuing life meaning/connecting with sacred | fanatical; preachy/rigid beliefs |
| **24** | **Love** | disconnected; lonely | warmth and closeness with others | clinging; ignoring personal boundaries |

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