I have done the Value in Action strength test, and according to the test, my top five strengths are Honesty, Fairness, Humility, Kindness, and Judgement. It is pretty accurate, because I would like to be honest and not lie to other people. I don’t want to betray others’ trust.

However, in my opinion, there are still several disadvantages associated with this test that needs to be improved. First, the questions in this test are too straightforward. There is a question asking me "Do others describe you as a person of zest?”. I disagree with this statement, and zest becomes my second lowest strength. Therefore, it is possible for people to choose the “good” answers to show others that they have a lot of strengths. This might cause dishonesty in the recruitment process if companies choose this test to measure their candidates’ strengths.

Also, some of the questions are too abstract. These is a question saying, “Do you believe in your faith?” However, it doesn’t mention what kind of faith it is. Is it my religion? Or is it my personal value? What about the people who don’t have a religion? As a result, it would better if they can provide us some examples.

Overall, it is a good test to measure strengths. It is free, and it is available online, but there are still a few points that can be improved.