



# Unleash Your Strengths

## At the end of this course participants will be able to:

- Describe what character strengths are
- Describe how the application of strengths can help boost confidence and enhance performance at work
- Identify your 'signature strengths' using the Value in Action (VIA) survey
- Recognise your strengths in overdrive and use tactics to work around your weaker areas
- Identify new ways to apply your strengths to help in work, relationships and wellbeing
- Set SMARTER goals and 'Well-Formed Outcomes' that utilise strengths

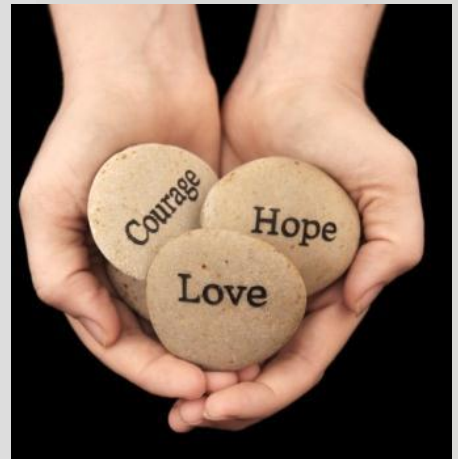
## Background

Do you have the opportunity to do what you do best every day? If you're like most people, you may not. All too often we spend more time fixing our weaknesses than developing our strengths. This workshop is an opportunity to change the norm, to identify your strengths and explore ways to build on them more, for greater success and resilience. We also explain how an apparent 'weakness' may actually be a strength in overdrive.

During the afternoon we explore how strengths can be applied in new and innovative ways to build confidence and support work performance. Understanding your strengths and how to apply them can help in areas such as career development, engagement at work, relationships and wellbeing.

## Preparation

Before the session delegates complete the Values in Action (VIA) survey. This is a scientifically validated self-assessment questionnaire which identifies personal strengths. Participants receive their results during the workshop.



## Timing

This workshop runs for one day, starting at 09:30 and finishing at 16:30.

## Who should attend?

This course is for anyone who wants to uncover their strengths and apply them for greater success at work.

## Facilitator

This course is run by **Matthew Critchlow**, PhD, Managing Director at Thrive and Visiting Lecturer at the University of Westminster.

## What do people say?

*"It was so refreshing to concentrate for a while on my strengths and not dwell on weaknesses. The session by Matthew has given me more confidence in my abilities."*

Steve Cumber, Team Leader, Royal Bank of Scotland (RBS)

## Course Contents

### Understanding character strengths

- What are character strengths?
- The difference between allowable weakness and limiting weaknesses
- How to spot a strength in overdrive
- The character strengths card game – do you know your strengths?

### Uncovering your own strengths

- Identifying strengths using the VIA survey
- Raising self-awareness – did you know your own strengths?

### Applying strengths for success

- Identify new and innovative ways to apply your strengths
- How to control the controllable when your strengths go into overdrive
- Identify ways to recraft your work to utilise your strengths further
- Discover resources in your own organisation to help you
- Setting SMARTER goals and Well-Formed Outcomes

## Further Learning

Our resilience programme is made-up of several modules, all based on the Six Elements of Resilience© model. The additional modules include: Building Personal Resilience (1-day workshop) and an Introduction to Mindfulness (1-day). Please see [www.thisisthrive.com](http://www.thisisthrive.com) for more information.

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