

Positive Psychology
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Lecture - 05
Character Strengths & Virtues/Positive Personality Traits: Part-2

In today's class, let us know some recent scholars work on strengths and virtues. In this category, there are three groups. Number one, the values in action - that is initial work on character strengths and virtues. And that is a classification of strengths that is proposed by Peterson and Seligman in their book.

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Classifications and Measures of Strengths and Virtues

1. The Values in Action (VIA) Classification of Strengths (Peterson & Seligman, 2004) as measured by the adult and youth versions of the VIA Inventory of Strengths.
2. The Gallup Themes of Talent (Buckingham & Clifton, 2001; Rath, 2007) as measured by the Clifton Strengths Finder and the Clifton Youth Strengths Explorer.
3. The Search Institute's 40 Developmental Assets (Benson, Leffert, Scales, & Blyth, 1998) as measured by the Search Institute Profiles of Student Life: Attitudes and Behaviors.

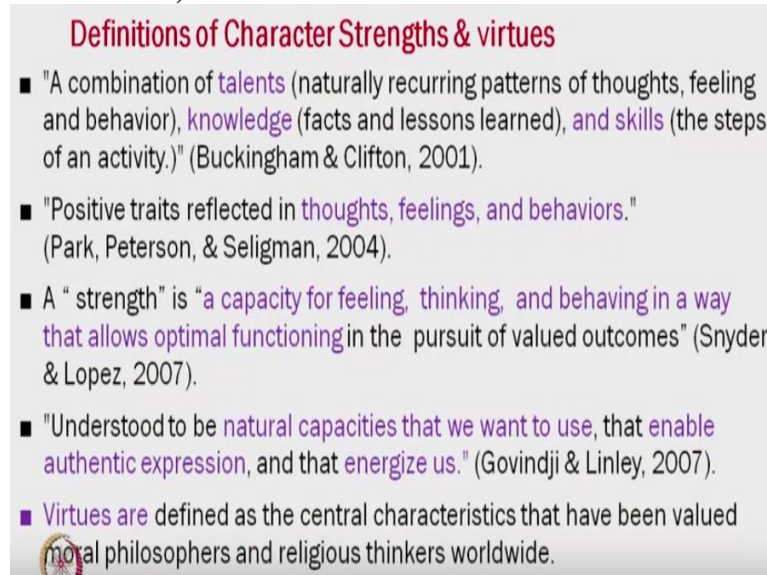
And these character strengths can be measured or can be assessed by the adult and youth version of Value in Action Inventory of Strengths. I will discuss about this inventory as well as how many items it has as well as, you know, it is validated in Indian setting in Hindi as well as in English. So, all those things would be discussed in today's class.

Second area on character strengths is explored by Clifton and his associates. The Gallup Themes of Talent, they proposed, and it can be measured by a Clifton Strengths Finder and the Clifton Youth Strengths Explorer.

Third work, which is again very important. It is the Search Institute's 40 Developmental Assets, in which they are saying that there are 40 developmental assets and the ways to promote character strengths. 20 out of them are internal and 20

out of them are external assets. Assets means the facilitator of our character strengths and they focused in this area, identified these assets. And these assets can be measured by certain scales - Search Institute profile of Students' Life: Attitudes and Behaviors. So, let us discuss in detail in all three areas how they are explaining character strengths, talents or developmental assets one by one.

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Definitions of Character Strengths & virtues

- "A combination of **talents** (naturally recurring patterns of thoughts, feeling and behavior), **knowledge** (facts and lessons learned), and **skills** (the steps of an activity)." (Buckingham & Clifton, 2001).
- "Positive traits reflected in **thoughts, feelings, and behaviors.**" (Park, Peterson, & Seligman, 2004).
- A "strength" is "a **capacity for feeling, thinking, and behaving in a way that allows optimal functioning** in the pursuit of valued outcomes" (Snyder & Lopez, 2007).
- "Understood to be **natural capacities that we want to use, that enable authentic expression, and that energize us.**" (Govindji & Linley, 2007).
- **Virtues** are defined as the central characteristics that have been valued by moral philosophers and religious thinkers worldwide.

First of all, character strengths and virtues. However, I have discussed about character strengths definitions and all. But let us know once again what are the definitions of character strengths and virtues so that we can easily understand what does it mean and how scholars have identified various character strengths and virtues.

There are various definitions. One of them is a combination of talents - naturally recurring patterns of thoughts, feeling and behavior; knowledge, facts and lessons learned and skill - the steps of an activity. So, this definition is combining three main areas - talents, knowledge and skills to define character strengths. Next definition says positive traits reflects in thoughts, feelings and behaviors.

So, these are the traits which are positive and facilitate in positive directions thoughts, positive directions feelings, positive directions behavior and that is why we count it in progressing manner. Next definition, a strength is a capacity for feeling, thinking, behaving in a way that allows optimal functioning in the pursuit of valued outcomes.

So again, they are talking about how certain strengths could facilitate our thinking, behaving style, feelings, etc. and how they are supporting our optimal human functioning. And that is why we want to have such kind of character strengths in our character or in our personality. Another definition is by Govindji and Linley. They are saying that it is understood to be natural capacity that we want to use. So that is the capacity which we want to use in our personality to enable authentic expression that energizes us. So, these are the mediums to energize our energy to have positive direction in our behavior, in our feelings, as well as in our thinking. So, these are certain definitions of character strengths.

On the other hand, virtues - virtues are defined as the central characteristics that have been valued by moral philosophers and religious thinkers worldwide. So, virtues broadly they have borrowed by Peterson and Seligman. They have borrowed from moral philosophers work as well as religious spiritual thinkers work and then they define certain virtues. And they are saying that these are the central characteristics which are very important in our past, present, as well as in future.

Why these character strengths are very important for us?

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Character Strengths (CS) are Imp. for :

- Personal well-being
- Interpersonal well-being
- Social well-being

▪ The VIA-IS (Virtues in Action-Inventory of Strengths) measures positive psychological traits, or strengths of character.

▪ The six main "virtues" are based on an analysis and compilation of core human excellences found from history's great philosophers, religions, and traditions.

▪ They have "emerged consensually across cultures and throughout time" (Peterson & Seligman, 2004).

▪ "We speculate that all these virtues must be present at above threshold values for an individual to be deemed of good character" (Peterson & Seligman, 2004).

Studies are saying that they are promoting our personal well-being, they are promoting our interpersonal well-being, they are promoting our social well-being and that is why we should focus on character strengths. We should identify what are our

character strengths, how we can promote them in our personality. So that is subject matter of modern positive psychologist and they are working in this direction.

So, because in all sectors they are promoting our well-being, whether that is personal, interpersonal or social and that is why we want to have higher level of character strengths in our personality. So, let us first discuss about Values in Action Inventory Strengths. They have identified total 24-character strengths under six virtues, and they are saying that actually these are positive personality traits or strengths of character.

Peterson and Seligman identified mainly six virtues. The six main virtues are based on an analysis and compilation of core human excellence found from history's great philosophers, religions and traditions. So, they are saying that these six identified virtues, which they are discussing in their theory in their model, they are saying that they have borrowed these six virtues as core human excellence from philosopher's work, from religion, from traditions.

And they could be applied anywhere. These are not very culture specific. These virtues have more universal tendency. They have emerged consensually across cultures and throughout time. So, they, you know, identified in this manner. We speculate that all these virtues must be present above threshold values for an individual to be deemed of good character.

They also mentioned that we should have above average level to maintain high level of character strengths and character strengths which could contribute to our well-being whether it is in personal or interpersonal or in social well-being manner. So, they said we should have above average level to maintain our character strengths and virtues. At least or in some of them virtues as well as character strengths our status or our level or our assessment level should be at higher direction.

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VIA Character Strengths & Virtues (Peterson and Seligman, 2004)



So, let us know this model once again. However, you have already seen this model. So just to know what it is and how it is working. If you just focus on this red circle - life pleasure, engagement and meaning. It is Professor Martin Seligman's initial model of well-being. And he has mentioned that these are three components of well-being: pleasure, engagement and meaning.

And these three components are directed by certain virtues. And these virtues are wisdom and knowledge, justice, temperance, transcendence, humanity and courage and each virtue has certain character strengths. What these character strengths are? For example, under wisdom and knowledge, these are creativity, curiosity, open mindedness, love of learning, perspective. For justice it is citizenship, fairness, leadership. For temperance, forgiveness and mercy, humanity, modesty, prudence and self regulation. On the other hand, for transcendence, its gratitude, hope, humor and spirituality. For humanity there are three components or three character strengths - love, kindness, social intelligence. And for courage it is four - bravery, persistence, integrity, and vitality.

This model has been prepared on the basis of theoretical mode. It is not statistically proven fact. But theoretically, they collected information from various sources and then they prepared this model and they said there are broadly six virtues. And under these six virtues, there are 24-character strengths. Let us know definition of all these virtues as well as character strengths.

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1. Wisdom and Knowledge – Cognitive strengths that entail the acquisition and use of knowledge

- **Creativity** [originality, ingenuity]: Thinking of novel and productive ways to conceptualize and do things; includes artistic achievement but is not limited to it.
- **Curiosity** [interest, novelty-seeking, openness to experience]: Taking an interest in ongoing experience for its own sake; finding subjects and topics fascinating; exploring and discovering them .
- **Judgment & Open-Mindedness** [critical thinking]: Thinking things through and examining them from all sides; not jumping to conclusions; being able to change one's mind in light of evidence; weighing all evidence fairly.
- **Love of Learning**: Mastering new skills, topics, and bodies of knowledge etc.
- **Perspective** [wisdom]: Being able to provide wise counsel to others; having ways of looking at the world that make sense to oneself and to other people.

First virtue is wisdom and knowledge. All these virtues have certain type of strength. This is cognitive strengths that entail the acquisition and use of knowledge. So wisdom and knowledge means we acquire knowledge and we use that knowledge whenever it is required. And under this virtue, which is mainly on cognitive strengths, it has various characters strengths. First character strength is creativity.

Creativity means originality or ingenuity. Thinking in novel and productive way to conceptualize and do things includes artistic achievement but is not limited to it. So, if you are at higher level on novel and productive ways to conceptualize things and artistic achievement level high we have, then we have this character strength called creativity.

Second one is curiosity. Curiosity means interest, novelty seeking, openness to experiences. It means taking an interest in ongoing experiences for its own sake. Finding subjects and topics, fascinating, exploring and discovering them. So, curiosity to know new things, curiosity to explore new things, curiosity to discover new things, that is another strength under this virtue. Next is judgment and open mindedness.

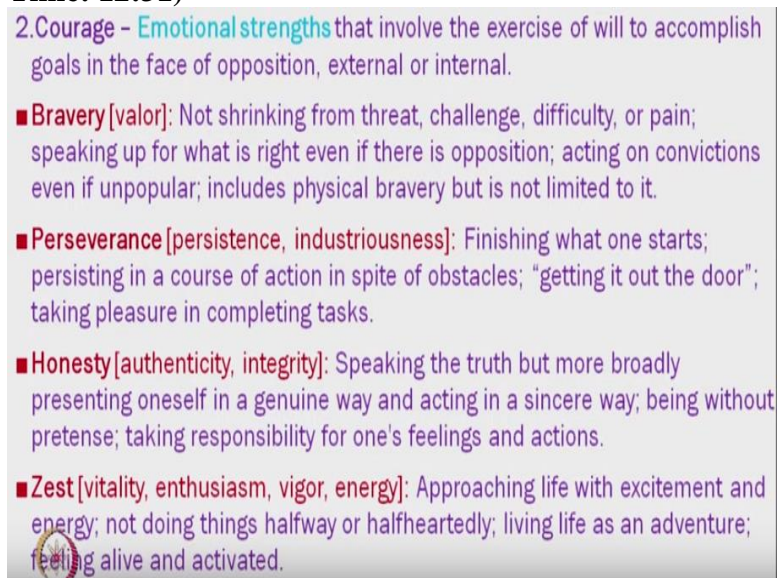
It means critical thinking. When we are saying critical thinking. It means thinking things through and examining them for all sides. And it is not that you have limited information and on the basis of this limited information, you are giving decision, taking judgment but all kind of information required to have particular decision or judgment. Not jumping to conclusions easily but being able to change one's mind in

light of evidence - weighing all evidence fairly. So broadly each and every aspect of the event or situation should be pursued before taking judgment/decision and that way open mindedness is required. That is another character strength.

Next one is love of learning. Mastering new skills, topics and bodies of knowledge is required for this one. So, you love to learn new things. You love to explore new things, you love to discover new things, then love of learning is another character strength, which you have in your personality.

Another character strength is perspective. Perspective means wisdom. Being able to provide wise counsel to others, having way of looking at the world that makes sense to oneself and to other people. So, your ability to counsel others as well as oneself and that is your wisdom, that is your perspective. So, this way, there are five character strengths under wisdom and knowledge which is directing cognitive strengths.

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2. Courage - Emotional strengths that involve the exercise of will to accomplish goals in the face of opposition, external or internal.

- **Bravery** [valor]: Not shrinking from threat, challenge, difficulty, or pain; speaking up for what is right even if there is opposition; acting on convictions even if unpopular; includes physical bravery but is not limited to it.
- **Perseverance** [persistence, industriousness]: Finishing what one starts; persisting in a course of action in spite of obstacles; "getting it out the door"; taking pleasure in completing tasks.
- **Honesty** [authenticity, integrity]: Speaking the truth but more broadly presenting oneself in a genuine way and acting in a sincere way; being without pretense; taking responsibility for one's feelings and actions.
- **Zest** [vitality, enthusiasm, vigor, energy]: Approaching life with excitement and energy; not doing things halfway or halfheartedly; living life as an adventure; feeling alive and activated.

Second virtue is that of courage. It means emotional strengths that involve the exercise of will to accomplish goals in the face of opposition - external and internal. So, in this case, you are standing against certain things maybe internal or external and you have the courage to and under this virtue, which is emotional strengths-oriented there are various character strengths. First character strength is bravery or valor - not shrinking from threat, challenge, difficulty or pain, speaking up for what is right even if there is opposition, acting on convictions even if unpopular includes physical bravery but is not limited to it. So physical psychological bravery or when you are

taking decision, when you are discussing certain issues with others. So, during all situations, if you are able to face the challenges to show accurate things, that is bravery.

Next one is perseverance, persistence, and industriousness. That is another character strength. Finishing what one starts, persisting in a course of action in spite of obstacles, getting it out of the door, taking pleasure in completing task. Persistence means you want to do certain work in continuity. There is one term in positive psychology, that is recent one grit. Grit means persistence of efforts and continuity or enduring interest. There is a term in grit where persistence and interest has been counted as very important factors for success as well as for a higher level of achievement. So that way for getting output in certain task, 'persistence' is very important. Continuity to do work is very important and it reflects through this character strength.

Next one is honesty. Honesty means authenticity or integrity. So, when we say honesty or authenticity or integrity it means speaking the truth but more broadly, presenting oneself in a genuine way and acting in a sincere way. Being without pretense, no, you know, deception there. Taking responsibility for one's feeling and actions. So, honesty means when you are honest with your thoughts, with your feelings with your actions, and you are showing genuine presence not hiding anything.

Next is zest. Vitality, enthusiasm, vigor, energy are the part of it or further explanation we can say. Approaching life with excitement and energy, not doing things halfway or half heartedly, living life as an adventure, feeling alive and activated. So that is next character strengths. So here there are four characters strengths under courage, which is mainly contributed by emotional strengths.

Next virtue is humanity. Humanity means interpersonal strengths that involve tending to and befriending others. So, when we are dealing with others we have friendly attitude.

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3. Humanity- **Interpersonal strengths** that involve tending to and befriending others.

- **Capacity to Love and Be Loved:** Valuing close relations with others, in particular those in which sharing and caring are reciprocated; being close to people.
- **Kindness** [generosity, nurturance, care, compassion, altruistic love, "niceness"]: Doing favors and good deeds for others; helping them; taking care of them.
- **Social Intelligence** [emotional intelligence, personal intelligence]: Being aware of the motives and feelings of other people and oneself; knowing what to do to fit into different social situations; knowing what makes other people tick.

Under this category or under this virtue, first character strength is capacity to love and be loved. Valuing close relationship with others in particular those in which sharing and caring are reciprocated, being close to people. So, when you are loving others as well as other people are loving to you. So that is another character strength of our personality. Next is kindness. Kindness means generosity, nurturance, care, compassion, altruistic love, niceness. These are the component or sub-components of kindness. So, doing favor and good deeds for others, helping them, taking care of them. These are the characteristics of kindness. Third, character strength of this virtue is social intelligence, which is again very important in which we are counting emotional intelligence as well as personal intelligence.

Being aware of the motives and feelings of other people and oneself, knowing what to do to fit into different social situations, knowing what makes other people tick. So, in this case actually street smartness, we can say, practical intelligence when you know how you could deal with others, even how you should deal with yourself. So that is your social intelligence, which is combination of emotional intelligence and personal intelligence. And it is more related to interpersonal strengths. So how do you deal with others that is main motto here for humanity and for this interpersonal strengths it is of topmost importance.

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4 Justice - Civic strengths that underlie healthy community life

- **Teamwork** [citizenship, social responsibility, loyalty]: Working well as a member of a group or team; being loyal to the group; doing one's share.
- **Fairness**: Treating all people the same according to notions of fairness and justice; not letting personal feelings bias decisions about others; giving everyone a fair chance.
- **Leadership**: Encouraging a group of which one is a member to get things done and at the same time maintain good relations within the group; organizing group activities and seeing that they happen.

Fourth virtue is justice. Civic strengths that underlie healthy community life. In this category first character strength is teamwork, which is citizenship, social responsibility, loyalty are the characteristics of teamwork. Working well as a member of a group or team, being loyal to the group. Next character strength is leadership - encouraging a group of which one is a member, to get things done and at the same time maintain good relations with the group members, organizing group activities and seeing that those happen. So being leader, you are able to take care of all other subordinates and doing good behavior with all of them. And next virtue is temperance. It is strength that protects against excess.

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5. Temperance - Strengths that protect against excess.

- **Forgiveness & Mercy**: Forgiving those who have done wrong; accepting the shortcomings of others; giving people a second chance; not being vengeful.
- **Modesty & Humility**: Letting one's accomplishments speak for themselves; not regarding oneself as more special than one is.
- **Prudence**: Being careful about one's choices; not taking undue risks; not saying or doing things that might later be regretted.
- **Self-Regulation** [self-control]: Regulating what one feels and does; being disciplined; controlling one's appetites and emotions.

To some extent it has been borrowed from more religious literature as compared to other virtues, which may be from philosopher's work. In this category first one is

forgiveness and mercy. Forgiving those who have done wrong, accepting the shortcomings of others, giving people a second chance not being vengeful. So, forgiving and having mercy in your behavior, give second chance to the people who would not do good with you and, you know, just forgive them for yourself as well as for them. Next character strength under this virtue is modesty and humility. Letting one's accomplishments speak for themselves, not regarding oneself as more special than one is. So, modesty/humility is another character strength. Next is prudence. Being careful about one's choices, not taking undue risk, not saying or doing things that might later be regretted. So, whatever you are doing take 100% responsibility of your task and whatever you are doing and saying that is not risky and taking care of your safety and all those things. So that is another character strength called prudence. Self-regulation is another character strength under this virtue. That is self-control. Regulating what one feels and does, being disciplined, controlling one's appetite and emotions, that is self-regulation and it is part of temperance. Sixth one is the transcendence.

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6. Transcendence - Strengths that create connections to the larger universe and provide meaning

- **Appreciation of Beauty and Excellence** [awe, wonder, elevation]: Noticing and appreciating beauty, excellence, and/or skilled performance in various domains of life, from nature to art to mathematics to science to everyday experience.
- **Gratitude**: Being aware of and thankful for the good things that happen; taking time to express thanks.
- **Hope** [optimism, future-mindedness, future orientation]: Expecting the best in the future and working to achieve it; believing that a good future is something that can be brought about.
- **Humor** [playfulness]: Liking to laugh and tease; bringing smiles to other people; seeing the light side; making (not necessarily telling) jokes.
- **Religiousness & Spirituality** [faith, purpose]: Having coherent beliefs about the higher purpose and meaning of the universe; knowing where one fits within the larger scheme; having beliefs about the meaning of life that shape conduct and provide comfort.

Strengths that create connections to the larger universe and provide meaning. Under this category, there are some character strengths and these character strengths are appreciation of beauty and excellence, like awe, wonder or elevation. Noticing and appreciating beauty, excellence, or skilled performance. In this category, there could be various domains, from nature to art, to mathematics, to science to everyday experiences. So, in this area, whichever domains you have, you are appreciating and

trying to do excellent. Next character strengths under this virtue is gratitude. Being aware of and thankful for the good things that happens, taking time to express thanks. This is very important construct in positive psychology, which is being explored a lot as well as gratitude activities are being used in intervention programs also. This factor will be discussed later in detail. Next character strength is hope, optimism, future mindedness, future orientation, etc. Expecting the best in the future and working to achieve it. Believing that a good future is something that can be brought about. So, hope about future and in positive direction that is next character strength under this virtue.

Humor, playfulness, liking to laugh and tease bringing smiles to other people seeing the light side making not necessarily telling jokes, so humorous style in our life - that is another virtue. Like that these are 24-character strengths under six virtues. And religiousness and spirituality is the last one. That is faith or purpose. When we are saying faith and purpose it means having coherent belief about the higher purpose and meaning of the universe.

Knowing where one fits within the larger scheme, having belief about the meaning of life that shape conduct and provide comfort. So that is our last character strengths. So, this way they identified six virtues, which they defined under these six virtues 24-character strengths and then they defined all these character strengths. As well as they developed a psychological test.

So, after identifying these 24-character strengths they also developed scale and this scale had not that high level of psychometric properties as the original one, but later on various scholars worked on the psychological test and now this is well established test in psychology. I think it is good we just talked about it now because our next discussions again based on this model only.

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So that is why if we just briefly know what are the key-words of each virtue as well as you know character strengths in bullet points. Let us revise and it is just a revision but because we will be talking about these character strengths again and again, that is why I think this revision is really important for us. So, you know these are the six virtues - wisdom, courage, humanity, justice, temperance, transcendence. And under each virtue, there are some character strengths which they have theoretically explained in detail. So, first is creativity, which can be identified with these three sub-factors as we can say or mainly these are the points, these are the explanations of creativity as per this model. Originality, adaptive and ingenuity, Curiosity: interest, novelty seeking, exploration, openness; Judgment: critical thinking, thinking things through open mindedness. Love of learning: mastering new skills and topics, systematically adding to knowledge. Perspective: wisdom, providing wise counseling, taking the big picture view. Under courage: bravery, valor, not shrinking from fear, speaking for what is right. Perseverance: persistence, industry, finishing what one starts.

Next is honesty which means authenticity, integrity. Zest: vitality, enthusiasm, vigor, energy, feeling alive. On the other hand, under humanity: love, it means both loving and being loved, valuing close relationships with others. Kindness: generosity, nurturance, care and compassion, altruism and niceness. For social intelligence it is aware of the motives, feelings and knowing what makes other people tick.

On the other hand, for justice: teamwork is one character-strength. It means citizenship, social responsibility, loyalty. Fairness: just not letting feelings bias

decisions about others. Leadership: organizing group activities, encouraging a group to get things done. For temperance, its forgiveness. It means mercy, accepting other's shortcomings, giving people a second chance.

Next is humility. It means modesty, letting one's accomplishments speak for themselves. Prudence is the next character strength. Careful, cautious, not taking undue risk. Self-regulation is the last one. And it is defined by self control, disciplined, managing impulses and emotions. The last one is transcendence; appreciation of beauty and excellence is first character strengths of this virtue. Awe, wonder or elevation. And next one is the gratitude: thankful for the good, expressing thanks, feeling blessed. Hope, optimism, future mindedness and future orientation. Next is humor: playfulness, bringing smiles to others and light-hearted. Spirituality is the last one; religiousness, faith, purpose and meaning. So, this way, they defined these 24 character strengths.

After knowing these 24 character strengths as defined by Peterson and Seligman, let us take one study from India so that you can understand how these statements or these phrases of character strengths may be different in different cultures. For this understanding, I have taken help of one of our study.

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Character Strengths Valued in an Indian Cultural Setting: A Qualitative Study (Duggal Jha & Singh, 2009)

Participants: 400 college students from Rural to urban localities)

Measure: An open-ended interview was used for the collection of qualitative data. The key questions were :

- Identify 3 strengths that you possess.
- Which 3 qualities, you would want to develop in yourself.
- Name 3 important qualities that you value most in other people.
- What qualities do you think are important to make the society better?
- What do you value the most in life?

Character strengths Valued in an Indian Cultural Setting: A Qualitative Study which was conducted by me and my student in 2009. In this study, we had 400 college students and 400 college students from rural to urban localities we selected for these

participants. Boys as well as equal level of girls we had. So, let us talk about locality first. In this study, we had four groups, one from rural area, second from small town, third from big town, and fourth from metro city.

In these sections from villages we collected data on college students who were commuting from rural areas to Rohtak for study. Rohtak, it is a town in Haryana. The second group was from Rohtak, the students who were staying in Rohtak only, so small town data. Then we collected data from Chandigarh - a big city we can say. And then data from the Delhi metro city.

So broadly we collected data from four places from rural community, from small town participants, college-students, or participants who were college students, then third group was from Chandigarh and then fourth was from a metro-city. And we had selected equal number of boys and girls. We had here an open-ended questionnaire in which we asked these questions - identify three strengths that you possess. Second was which three qualities you would want to develop in yourself? Third question was name three important qualities that you value most in other people. And next, what qualities do you think are important to make the society better? What do you value the most in life? So, through these five open-ended questions we tried to find out how they define character strengths.

And once again, I am saying we wanted to compare rural to urban localities as well as boys and girls. And you know there are two ways. One way is we just give certain statements and they are answering. So, then we cannot get unique answers. If we are giving questions related to 24 character-strengths, which are based on Peterson and Seligman's classification then we could identify what is their level on these character strengths. We could not know new, unique strengths.

On the other hand, if we have such kind of interviews, in these interviews we have chance to get some new phrases. Chance to get some new ideas about character strengths, so that was our objective. We wanted to know what are culture-specific responses? Do we have exactly same 24 characters strengths in our data? Or are we able to get some new insight on character strengths? So that was the way to understand how these things are happening.

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Analysis of students' data: Endorsed by 70% of sample and above Duggal Jha & Singh (2009)		
Place	S.	Emergent themes
Villages	F	<p>Hard work, self confidence, determination, being dutiful, 'ek achhi beti, behen aur patni banna', being helpful, 'mujhe doosron ki madad karna achha lagta hai', being sociable, 'main har kisi ke saath miljul ke rehti hoon' empathy, 'doosron ki bhaavnaon ki kadra karna' learning, respect for elders, belief in God, orientation towards the community, 'kuch aisa karna ki doosron ke kaam aa sakoon', 'garibon ki sahayta karna' orientation towards family 'mata pita ki achhi santan banna' etc.</p>
	M	<p>Respect for elders, love, 'apne se badon ka aadar aur choton se pyar' patriotism, social welfare, 'samaj ke liye accha kaam karna' 'koi bhi aisa kaam na karna jis se kisi ka nuksan ho' belief in God, helping others, 'garibon ki madada', being sociable and friendly, unity 'sabhi ke saath miljul ke rehna'</p>

In analysis, we observed that and, you would find some of these phrases or some of these strengths are different from the 24 character-strengths. So, in this study, we observed that you know, area wise not in all of them because our objective was to know are these different in rural areas as compared to metro city. And later on we developed a psychological test which I will discuss in next classes.

So, first of all, let us know what were the villages participants responses. First females and then males. Their responses (villages) were mainly you know 70% sample and above responses I have displayed here. For example, village college-going girls' responses were hard work, self-confidence, determination, being dutiful. For example, *ek achhi beti, behen aur patni banna*. Being helpful. For example, statement like *mujhe doosron ki madad karna achha lagta hai*. Being sociable. *Main har kisi ke saath miljul ke rehna chahthi hoon*. Empathy. *Doosron ki bhaavnaon ki kadra karna*. Learning respect for elders, belief in God, orientation towards the community, *kuch aisa karna doosron ke kaam aa sakoon, garibon ki sewa karna*. Orientation towards family, *mata pita ki achhi santan banna* etc.

So, I think you can easily connect it with the uniqueness of these responses. These are quite different from 24 character strengths which are identified by Peterson and Seligman. So that is why broadly our message is we may have universal kind of character strengths. On the other hand, if you have certain ways to explore then we

could get society focused character strengths or particular culture focused character strengths.

For example, males' responses were respect for elders, love, *apne se badon ka aadar karna aur choton se pyar*, patriotism, social welfare, *samaj ke liye accha kaam karna. Koi bhi aisa kaam karna jis se kisi ka nuksan na ho*, belief in God, helping others, *garibon ki madad karna*, being sociable and friendly like unity, *sab ke saath miljul ke rehna*. So, such kind of responses we got in terms of character strengths.

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Small town	F	Unity, honesty, hard work, discipline, being helpful and kind 'Doosron ki sewa karna', 'doosron ko khushi dena' self confidence, sense of duty, self reliance 'apna kaam kisi pe naa chodna', 'apna kaam swayam karna', equality 'sabhi dharmon ka samman karna' etc.
	M	Social welfare 'samaj sudhar', 'doosron ki bhalai karna mujhe accha lagta hai', being helpful, honesty & integrity 'main kabhi kisi ka vishwas nahin todta', attachment with others, being sociable, respect for country 'desh aur samaj ke liye kuch karna', love, fairness, 'samaj mein bhedbhav nahin hona chahiye' sense of duty 'apni padhai ko imandari se karna', hard work, self discipline 'apne lakshya ke prati kadai mehnat' etc.
City	F	Self confidence, being helpful, honesty, family, friends, belief in God, cooperation, parents 'I value the happiness of my parents the most in my life' etc.
	M	Humor, patience, hard work, 'I value success and hard work' family, friends, self discipline, 'A person should be disciplined to achieve goals', love, optimism, spirituality, intelligence, loyalty, success etc.
Metro city	F	Determination, respect for elders, belief in God, optimism, self confidence and self esteem, being hardworking, family orientation, 'My biggest strengths are my parents and family', friendliness, honesty, patience, being helpful, equality etc.
	M	Patience, patience, honesty, determination, courage, hard work, goal orientation, parents, 'blessings of parents and elders' originality, family, cooperation, knowledge, optimism etc.

In small town, responses were like unity, honesty, hard work, discipline, being helpful and kind and *doosron ki sewa karna, doosron ke khushi keliye kaam karna*, self-confidence, sense of duty, self-reliance and such kind of statements in between we had and we defined by giving these phrases to their sentences. So, like that you know for male participants social welfare, *samaj sudar* was one of the responses. *Doosron ki bhalai karna, mujhe accha lagta hai* - that was another one. Being helpful, honesty, integrity, *main kabhi kisi ka vishwas nahin todta*, such kind of statements. Attachment with others, being sociable, respect for country and that they love fairness, sense of duty, hard work, self-discipline. So, like that there were various new character strengths themes also.

In city, self-confidence, being helpful, honesty, family, friends, belief in God, cooperation with parents etc. and males' responses were humor, patience, hard work, family, friends, self-discipline and love, optimism, spirituality intelligence, loyalty,

success etc. In metro it was like determination, respect for elders, belief in God optimism, self-confidence, self-esteem, being hard working, family orientation, friendliness, honesty, patience, etc. And female participants responses were like tolerance, patience, honesty, determination, courage, hardworking, goal-oriented responses etc.

In this study, we observed that when we are moving towards rural area to metro city, then we are actually getting changed nature of responses. In rural areas, more we-oriented responses as compared to in city 'I'-oriented or especially metro-city I-oriented responses.

And we also observed that rural participants or rural college going students were more collectivistic as compared to metro city college students who were more individualistic in this comparison. And there were no significant difference between boys and girls responses. But I think you can easily identify these are some unique responses or unique character strengths which were not identified or which were not part of 24 character strengths.

So it means if we change culture or we change way of capturing these character strengths then along with these 24 character strengths we could get various other character strengths.

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Positive Personality Traits Questionnaire (Singh & Duggal Jha, 2010)

- **Positive self image:** It measures participants' orientation towards maintaining a positive self image. It includes looking at the self and life positively, looking at the self in relationships in a positive manner, seeing the self as flexible, emotionally intelligent, fair, spiritual, honest and self reliant. This factor contains 11 items like "I take pride in being who I am even if others ridicule me"; "I strive to be a self reliant person" etc.
- **Commitment:** It includes the tendency to be committed towards the self in terms of beliefs and goals and to be committed towards others in relationships. It also includes the inclination to initiate actions towards one's own life and in response to others. It includes aspects of goal orientation, resilience, a desire to learn new things, independence, originality, gratitude, generosity and loyalty. This factor contains 11 items like "I believe that nothing in life can be achieved without working hard"; "If someone asks for my help I never



On the basis of it, we also developed a psychological test, positive personality traits questionnaire. That is also important to discuss here because it is again talking about positive personality traits. So, in this case, we identified which are statistically analyzed as well as approved four-factor solution. And in these four factors, we observed that one factor is positive self image.

Positive self image, it measures participants orientation toward maintaining a positive self-image. It includes looking at the self and life positively, looking at the self in relationships in a positive manner, seeing the self as flexible, emotionally intelligent, fear, spiritual, honest and self-reliant. So, when I am saying this was the definition of positive self image it means I am saying that questions in this questionnaire are related to these phrases.

And questions were like: I take pride in being who I am even if others ridicule me or I strive to be a self-reliant person. Similarly, another factor was commitment. It includes the tendency to be committed towards the self in term of beliefs, and goals, and to be committed towards others in relationship. It also includes the inclination to initiate action towards one's own life and in response to others. In this factor, question includes aspect to goal orientation, resilience, a desire to learn new things, independence, originality, gratitude, generosity, and loyalty and simple items were like I believe that nothing in life can be achieved without working hard. And that way actually it is again next character strengths or can say positive personality traits, which we revealed on the basis of our previous study.

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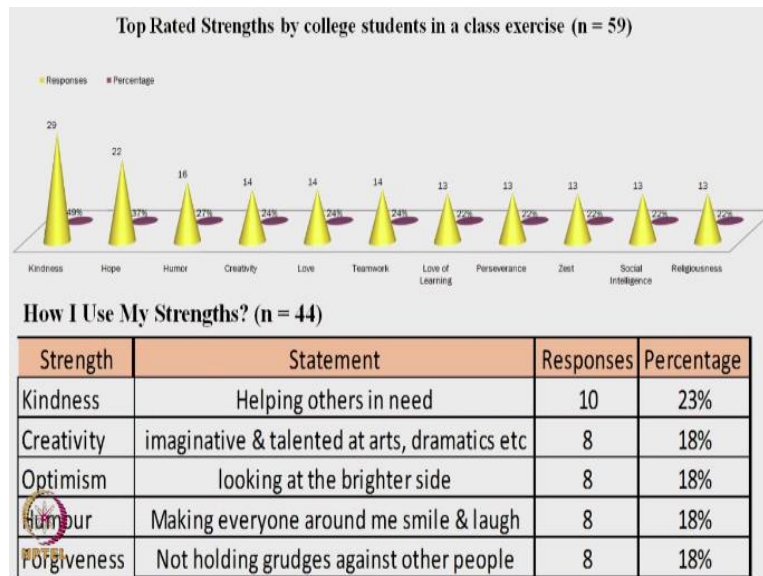
- **Outward/People orientation:** This aspect measures the confidence that a person places in himself/ herself. This includes the ability to be outgoing and gregarious in social situations, a zestful approach, self esteem and the confidence to lead others. This factor contains 11 items like "I have a lot of self confidence"; "I can inspire others to do as I say" etc.
- **Culture identification:** These items mainly look at an individual's orientation towards one's culture and country. This includes aspects of orientation towards one's traditions, patriotism and tolerance towards others. This factor contains 10 items like "I feel proud of my country"; "I value my cultural traditions" etc.

Third factor was outward people orientation. This aspect measures the confidence that a person places in himself or herself. This includes the ability to be outgoing and gregarious in social situation. Zestful approach, self-esteem and the confidence to lead others. Again 11 items this factor has and sample items - where I have a lot of self-confidence, I can inspire others to do as I say etc.

Fourth factor here was culture orientation. These items mainly look at the individual's orientation towards one's culture and country. This includes aspect of orientation towards one's traditions, patriotism and tolerance towards others. And items were like I feel proud of my country, I value my cultural traditions. So that way, there are various ways to explore character strengths and virtues.

So, lesson from this study is however, we have well established 24 character strengths, there is scope to add number of other character strengths in this list. And if we explore a particular culture, society, country, or certain specific groups then we could get new character strengths. And we can add on number of character strengths in this direction.

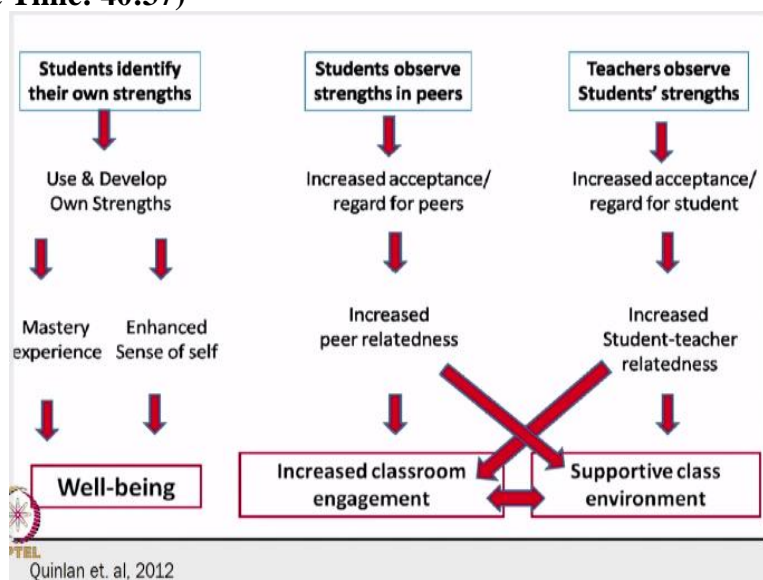
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About character strengths again, I usually do small, small experiments in my class. For example, in one of my class I asked students rate which character strengths you endorsed at the top and we observed that they endorsed at the highest level that is kindness, then hope, humor, creativity, love, teamwork, love of learning, perseverance, zest, social intelligence, religiousness, etc.

How do they use these strengths? And again, they said kindness. For example, helping others in need and creativity were imaginative and talented at arts, dramatics, etc. Optimism looking at the brighter side. So that way we can identify how people endorsed character strengths as well as how do they use in their daily life.

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There are various researches on character strengths, and they are saying that why these character strengths are very important and how they improve our well-being as well as improve our surrounding environment. For example, this study by Quinlan and his associates in 2012 showing us how if we have certain intervention programs related to character strengths then changing our surrounding environment as well as participants or school student's well-being.

This model is saying that when students identify their own strengths, during this period, use and development of strengths is the intervention strategy, in which they are asking participants or school student to use and develop on strengths. What are your character strengths, how you can use them, and how you can develop in better manner?

So through these type of strategies they are saying that we improve mastery experiences as well as we enhance sense of self and these two factors lead to well-being. On the other hand, we also ask students to identify/observe strengths in peers. So, they in another exercise they are asking that okay identify strengths in your friends, strengths in your classmate.

So, during such kind of activities they are saying there is increased acceptance and regard for peers when you are telling character strengths of your friends, telling character strengths of your classmate. So, during this period you have positive relationship, you have positive interaction with your friends. So, in this manner increased peer relatedness they observed and this is actually supporting a class environment also.

So, you are trying to make positive supporting environment and you know supporting environment and positive environment which again lead to our better level of well-being. Similarly, when they ask teacher to observe students' strengths, that is another strategy in which researchers asked teachers to identify character strengths of his or her class students. So, in this case again, increased acceptance, regard for students and increased student-teacher relationship.

You just imagine your teacher is talking about your character strengths. So again, that is positive atmosphere, positive environment. And this mode helping to have increased classroom engagement as well as supportive class environment. So, this way when you are working on certain intervention programs related to character strengths you are able to increase well-being of school students and increased classroom engagement as well supportive class environment.

And both of them again contributing to participants or school student's well-being. So, this way, there are certain models in which we are using character strengths to improve well-being, to improve school environment, maybe college environment, maybe organization environment, maybe in some setting in communities environment.

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Research on strengths interventions

Study Info	Seligman et al (2005)	Mitchell et al (2009)	Austin (2005)	Rust, Diessner, & Reade (2009)	Rashid (2004)	Proctor et al (in press)	Seligman et al (2009)	Govindji & Linley (2008); Fox-Eades, 2007.
PARTICIPANTS								
Population (mean age in years)	General adult population (64% 35-54)	General adult population (37)	High school Freshmen students	University students (25)	University students (24)	High school (13)	High school Y9 (est. 13)	Primary school
MEASURES								
Well-being	SHI	PWLA; SWLS; PANAS	-	SWLS	SWLS	SLSS; PANAS; RSE	Learning strengths; social skills; GPA	Qualitative assessment
Academic performance	-	-	SFAA	-	GPA	-	GPA	-
PROCEDURE								
Intervention Strategy	Use your top 5 in new ways	develop 3 of top 10	strengths in past and future successes; use top 5 strengths	develop a strength and a weakness or two strengths	Use top strengths & develop one weakness.	Build top 5, learn new ones, recognise strengths in others.	top 5, and concepts	PP Whole school community building; story telling and school assemblies
Duration of intervention	1 week	3 weeks	6 weeks	12 weeks	15 weeks	6 months	9 months	mean 2.5 years
Follow up period	6 months	3 months	none.	none.	6 months	none.	2 years	N/A
RESULTS								
Well-being effect size (partial eta squared)*	Cohen's d = 0.06 SHI	0.03 PWLA	-	0.07	0.15	0.02 SLSS	NS	N/A
BESD	N/A	17%	-	26%	38%	14%	N/A	N/A

Quinlan et al., 2012

Understanding this slide may be difficult for you. But let us take simple message only to understand how we are using character strengths in interventions. There are various studies. In these studies, they are saying that if we have some strategies to improve character strengths or use our character strengths, then we may have better level of well-being.

So, in this case, I am not going with the statistical analysis and other issues but simple, simple points just to understand how character strengths could help us to have better well-being. And there are various studies. In these studies, they have proved

these facts and studies are like by Seligman and his associates, by Mitchell, by Austin, by Rust and his associates, Rashid, Proctor, Seligman and Govindji and Linley.

Let us take one by one study and to know how these studies are facilitating role of character strengths. If we talk about first study, it is conducted on general adult population 35 to 54 years sample was there. They used happiness index and in intervention, they said use your top five strengths in new ways. So, during strategies your work is identify your character strengths and now how you can use them in better way.

And that was one-week intervention program and follow-up they took after six months. Next one general adult population was the sample and they had personal well-being satisfaction scale, emotion, or positive and negative affect scales. And their strategy was to develop three of top 10-character strengths. So, you know your 10 character strengths and out of these 10 character strengths develop three further.

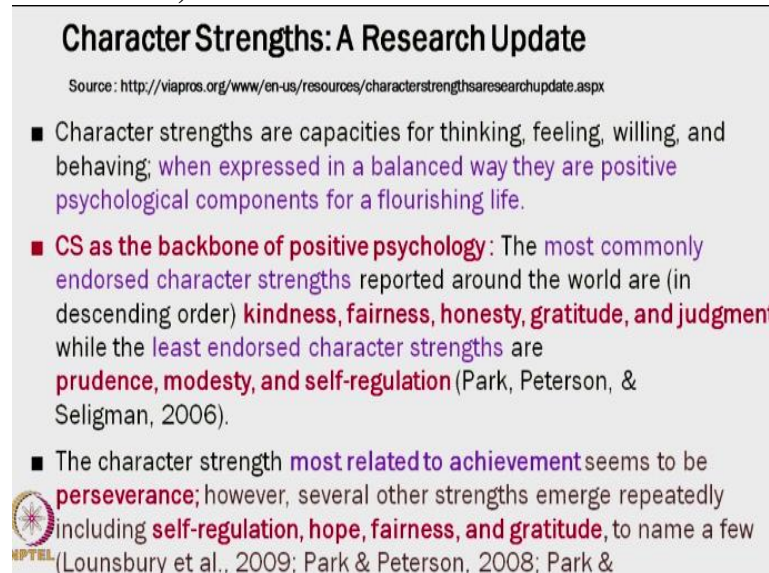
In the next one, the intervention strategy was strengths in past and future success use top five strengths. So, they are instructing to use best five strengths. In the next one, develop a strength and a weakness or two strengths. So, they are instructing in interventional strategy use or develop two-character strengths or work on one weakness as well as on one strength.

In another one they are saying that use top strengths and develop one weakness. So, learn to use your strengths because that is your procession, that is with you and develop one weakness also. Next strategy is saying that build top five, learn new ones, recognize strength in others. So, build you know five character strengths and learn new way to use them as well as identify character strengths in others.

The next strategy says top five and positive concepts they focused. In the next one you just see whole school community, building, storytelling and school assemblies they had in this plan. So, like that in school setting there are various intervention programs. In these intervention programs they are creating some strategies based on character strengths as well as in some cases on weaknesses.

And then they are identifying whether their happiness, whether their personal well-being, whether their life satisfaction, whether their you know positive and negative affects or emotions have been improved or not. So, these are certain ways to use character strengths in intervention programs to develop further to have higher level of well-being.

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Character Strengths: A Research Update

Source: <http://viapro.org/www/en-us/resources/characterstrengthsresearchupdate.aspx>

- Character strengths are capacities for thinking, feeling, willing, and behaving; when expressed in a balanced way they are positive psychological components for a flourishing life.
- **CS as the backbone of positive psychology:** The most commonly endorsed character strengths reported around the world are (in descending order) **kindness, fairness, honesty, gratitude, and judgment** while the least endorsed character strengths are **prudence, modesty, and self-regulation** (Park, Peterson, & Seligman, 2006).
- The character strength **most related to achievement** seems to be **perseverance**; however, several other strengths emerge repeatedly including **self-regulation, hope, fairness, and gratitude**, to name a few (Lounsbury et al., 2009; Park & Peterson, 2008; Park & Peterson, 2006).

Now, let us know certain researches on character strengths. Character strengths are capacities for thinking, feeling and willing and behaving. When expressed in balanced way they are positive psychological components for a flourishing life. I think we have already discussed in detail about such kind of definitions and how they are promoting our well-being. Character strengths as the backbone of positive psychology.

I think if I just divide total section of positive psychology, at least 50% or maybe more than that role of character strengths in positive psychology. In this research they observed that when we compare these 24 character strengths they means Park, Peterson and Seligman. They observed that when we have list of these 24 character strengths, these character strengths are not equally endorsed by the participants.

And some of them endorse more as compared to others. So, in this comparison they identified that kindness, fairness, honesty, gratitude, and judgment. These are endorsed more as compared to prudence, modesty and self regulation. So that is one research. Another research saying that which character strengths are important for the achievement and when we talk about the achievements then which characteristics are

contributing more as compared to others. Its hallmark or very important is perseverance. As I mentioned earlier also this is actually part of grit and it has two factors, perseverance and interest. If we have persistency in perseverance as well as in interest then we are more successful, we have higher level of achievement in our life. So that is hallmark of achievement and success.

On the other hand, along with this perseverance some other character strengths like self-regulation, hope, fairness and gratitude. These character strengths also contribute to higher level of achievement as stated by these scholars.

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- The character strengths most associated with the **meaning route to happiness** are spirituality, gratitude, hope, zest, and curiosity;
- those most associated with **the engagement route to happiness** are zest, curiosity, hope, perseverance, and perspective.
- Lastly, those most associated with the **pleasure route to happiness** are humor, zest, hope, social intelligence, and love (Peterson et al., 2007).
- In general, the "**Big 5 Happiness Strengths**" - those **life satisfaction** character strengths most correlated with well-being, in repeated studies are hope, zest, gratitude, curiosity, and love (Park, Peterson, & Seligman, 2004; Peterson et al., 2007; Ruch et al., 2007 etc.)

Next very important findings are as you know we mentioned that there are three routes; meaning route, engagement route, and pleasure route. Then they identified how these three routes are connected with specific character strengths. And this Peterson et al. (2007) study tells us the character strengths most associated with the meaning route to happiness these are spirituality, gratitude, hope, zest and curiosity.

On the other hand, when we talk about another route that is engagement, then they are saying zest, curiosity, hope, perseverance and perspective are more important. On the other hand, for pleasure route to happiness, they mentioned that humor, zest, hope, social intelligence and love are more important.

So, it means when we talk about different routes of happiness, whether it is meaning, engagement or pleasure then there is combination of different character strengths

which are facilitating more as compared to other character strengths. Next study is on the Big 5 Happiness Strengths and various scholar identified that when we say Big 5 Happiness Strengths or big 5 life satisfaction strengths then which are the strengths which are contributing more to the happiness as well as life satisfaction.

Park et al., Peterson and various other scholars identified that for big 5 happiness strengths top-most level of character strengths are hope, zest, gratitude, curiosity and love. So, these character strengths contribute more to happiness or called as happiness strengths or life satisfaction strengths compared to the rest of 24 character strengths.

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Why are Strengths Important? (Average to A+)

- Using your strengths leads to:
 - Improved individual performance (Corporate Leadership Council, 2002)
 - Increased flexibility and openness to change (Linley, Harrington, & Hill, 2005)
 - Enhanced team work and cooperation (Losada & Heaphy, 2004)
 - Openness to inclusive working and acceptance of difference (Johnson & Fredrickson, 2005)
 - Increased resilience (Fredrickson, 2003)
 - Higher levels of happiness and fulfilment
 - "It's being passionate enough to take risks in order to use our strengths that allows us to develop and grow fastest" Elliot, Dweck et. al. (1998).

Source: Average to A+: Realising Strengths in Yourself and Others, by Alex Linley, published by CAPP Press.

In this series our next topic is why are strengths important? And when I am saying why are strengths important then I will take specific reference here. A book, Average to A+ and in this book, various aspects have been revealed why character strengths are important, why we should promote character strengths? What happen when we use character strengths? What happen when we use weaknesses?

How these are contributing to our better well-being. And whatever I am sharing here it is based on this book only. So, first of all, let us know as per this book why are strengths important. They are saying that using your strengths lead to improved individual performance that is studied by some authors. Increased flexibility and openness to changes. Then, enhanced teamwork and cooperation, openness to inclusive work and acceptance of difference, increased resilience, higher level of happiness and fulfillment, and being passionate enough to take risk in order to use our

strengths that allow us to develop and grow fastest. So, you just see, these are the benefits of character strengths. And this is the importance of character strengths. And that is why we should promote character strengths.

You just see these are the simple phrases I will say not even full sentences, when we are saying study conducted by a particular group and they are saying that enhanced teamwork and cooperation or improved individual performances - you must remember when this simple sentence or simple statement – like here it is, behind it there is a story, there is a research. And research had various steps.

First of all identify problem, then review the literature, then hypothesis, then study conducted, then analyze the study, then results, discussion and then conclusion. So, this statement is not a simple statement. Actually it has data behind this saying and authentic results and reliable and valid results we have only then scholars have proposed these statements.

So, these statements showing us why strengths are important because these are improving our performance and increasing our flexibility and openness to changes, enhance teamwork, cooperation and various other changes, positive changes I should say, like we have increased resilience. Resilience means bouncing back from adverse conditions.

So, that is why we are saying these are benefits of character strengths and that is why we should, you know, facilitate researches related to character strengths. So again, I am saying this is, all these, you know, statements as well as next slides I think six to seven. In all these I have taken this information from this book, *Average to A+: Realizing Strengths in Yourself and Others*, written by Alex Linley and this is very important book to reveal further studies on character strengths.

So, this slide says us why character strengths are important for us and it is supported by various scholars who are saying that this way actually character strengths are important for us and we should do further research on this topic. After stating importance of character strengths, Linley focused on why we should focus more on positive character strengths.

Or why we should focus more on the character strengths rather on weaknesses. He compared what happens when we are talking about our weaknesses, and what happens when we are talking about our strengths and compared this mode.

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Here are the sorts of observations that characterized the answers of people when they were asked to describe what they experienced **when the person was talking about an area of weakness:**

- They are more **hesitant and struggle to express themselves;**
- Their voice sounds **dejected and deflated;**
- There is a **harder emphasis** on things;
- They 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** and so on

So, in this as well as in next slide they have mentioned that how working on weaknesses is not favorable as compared to working on character strengths. And they collected data and defined that what happens when we are talking about weaknesses, when we are talking about character strengths. So, this slide and the next slide is comparison on when we work on weaknesses with when we work on strengths.

So, here are the sorts of observation that characterized the answers of people when they were asked to describe what they experienced when the person was talking about an area of weaknesses. They observed when people are talking about their area of weaknesses then they are more hesitant and struggle to express themselves. Their voice sounds dejected and deflated. There is a hard emphasis on things. They 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 and so on. So broadly we can say during the experience of weaknesses or when we are talking about our weaknesses then we have broadly negative feelings, negative emotions, and feeling dejected and with full of negative emotions etc.

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When people are asked to switch over and talk about their strengths, these were the sort of observations that characterized them:

- The sound and tone of their voice changes in pitch, becoming clearer and more focused;
- They speak rhythmically, having found their own natural pace and flow;
- There is a sense of energy and uplift in their voice;
- They seem happy and relaxed when talking, but also very energized;
- They have a great sense of confidence;
- They sound very authentic, honest, integrated, and complete;
- They use more elaborate language and can explain things graphically.

On the other hand, just opposite to it when people are asked to switch over and talk about their strengths these were the sort of observations that characterized them. The sound and tone of their voice changes in pitch becoming clearer and more focused. They were more loud. They speak rhythmically having found their own natural peace and flow. There is a sense of energy and upliftment in their voice.

They seem happy and relaxed when talking but also very energized during this period. They have great sense of confidence. They sound very authentic, honest, integrated and complete. They use more elaborate language and can explain things graphically. So, these two comparisons show us we should focus more on character strengths and how we can improve those characteristics. Because during this process, we feel happy, we feel satisfied. We feel with the abundance of positive emotions, more confident. And that is why these are more important rather we work on weaknesses.

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- They use phrases like “I love” and “it just fits;”
 - They are specific in their choice of words and descriptions;
 - They demonstrate an insightful and rich knowledge of the topic;
 - They find it easy to visualize and explain what they are talking about;
 - The passion in their tone and voice is evident.
 - They are fully engaged with the conversation and fully present within it;
 - They are more likely to be forward looking and optimistic
-  Their responses are more immediate and so on

Along with previous observation they also observed they use phrases like ‘I love, it just fits’. They are specific in their choices of words and descriptions. They demonstrate an insightful and rich knowledge of the topic. They find it easy to visualize and explain what they are talking about. The passion in their tone and voice was evident. They are fully engaged with the conversation and fully present with it.

They are more likely to be forward looking and optimists. So, this way there are various other responses. Their responses are more immediate during character strengths. So, message from this comparison, when we are talking about, when we are working on weaknesses, when we are working on strengths then it shows clear cut message to us.

Character strengths-oriented researches show the facilitators or the situations are better than when we are working on weaknesses.

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Here is some of what these independent observers noticed when people shifted to talking about strengths:

- The energy levels significantly increase;
- The noise levels significantly increase;
- The exercise takes longer to stop;
- There is a shift in bodily posture around the room - people display body language that is much more open, engaged and confident.

Here is some of what these independent observers noticed when people shifted to talking about strengths. It means first of all they were talking about weaknesses and then they shifted on strengths. And they observed that when they shifted from weaknesses to strengths talk they observed the energy levels significantly increased. The noise level significantly increased because higher confidence was there.

The exercise takes longer to stop. There is a shift in bodily postures around the room - more confident that was. People display body language that is much more open, engaged and confident because now you are in confidence and you are with positive mode. Now next point is how can we identify character strengths. There are various ways.

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For Identifying your strengths:

- A real sense of energy and engagement when using the strength;
- Losing a sense of time because you are so engrossed and engaged in the activity (FLOW);
- Very rapidly learning new information, activities, or approaches that are associated with the strength;
- A repeated pattern of successful performance when using the strength;
- Exemplary levels of performance when using the strength, especially performance that evokes the respect and admiration of others;
- Always seeming to get the tasks done that require using the strength;
- Prioritizing tasks that require using the strength over tasks that do not;
- Feeling a yearning to use the strength, while also feeling drained if you have not had the opportunity to use it for a time;
- Like to do such activities even when you feel tired, stressed, or disengaged.

Then in some cases they ask certain questions. They observe person's behavior and then they try to identify how we can identify someone's strengths. There are various ways to - one is simple psychological testing. I will discuss about psychological testing later. First of all, what are the observations? How can we know this person is working as per his or her character strengths?

So they have given various notions to identify character strengths. For example, a real sense of energy and engagement when using the strength. You could observe when the people are working - a real sense of energy and engagement- when they are working with their strengths. Second is losing a sense of time because you are so involved and engaged in the activity.

So, this activity is called 'flow' that is separate construct which I will discuss in later classes. Very rapidly learning new information, activity, approaches that are associated with the strength. Next is a repeated pattern of successful performance when using these strengths. So, when we are using our strengths then we have more successful performance. Exemplary level of performance when using the strength.

Especially performance that evokes the respect and admiration of others. Always seeming to get the task done that require using strengths. Prioritize tasks that require using the strength over the tasks that do not. Feeling a yearning to use the strength while also feeling drained if you have not had the opportunity to use it for some time. So, it means when we are working as per our character strengths, we are losing sense of time and still involved in the activity, we get successful output. We want to do it even when we are tired and when we are prioritizing various activities then we give importance to those activities which are as per our character strengths. So, these are the ways to know which character strengths a person has.

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Individual Strengths Assessments:

- What sort of everyday things do you enjoy doing?
- What makes for a really good day for you? Tell me about the best day that you can remember having?
- What would you describe as your most significant accomplishment?
- When you are at your best, what are you doing?
- What gives you the greatest sense of being authentic and who you really are?
- What do you think are the most energizing things that you do?

For individual character strengths they asked number of questions and through the answer of these questions, they try to find out what are the character strengths of a person. They may ask number of questions to identify individual character strengths. For example, what sort of everyday things do you enjoy doing? The activity which they want to do, they want to enjoy. So those activities certainly related to their character strength. What makes for a really good day for you? Tell me about the best day that you can remember having. So, it means you were doing something which was interesting which was, what you wanted to do and that is as per your character strengths. Third question is, what would you describe as your most significant accomplishment?

Next one is when you are at your best what are you doing? What gives you the greatest sense of being authentic and who you really are? What do you think is the most energizing thing that you do?

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- Where do you gain the most energy from? From what sorts of activities?
- What are you doing when you feel most energized?
- Tell me about a time when you think that “the real me” is most coming through.
- Do you have a vision for the future? What is it about?
- What are you most looking forward to in the future?
- Thinking about the next week, what will you be doing when you are at your best?

So that way actually various activities, various ways to identify individual's character strengths. Some more questions related to it - Where do you gain the most energy from? From what sort of activities? What are you doing when you feel most energized? Tell me about a time when you think that the real me is most coming through. Do you have a vision for the future? What is it about?

What are you most looking forward to in the future? Next question is thinking about the next week, what will you be doing when you are at your best? So this way actually, they are asking number of questions where they want to know where is your interest, what you want to do, what you have been doing in your past, what you want to do in your future, what you love to do and what you love to do even when you are tired, when you feel you are in flow.

So, like that they ask number of questions and they try to find out where is your interest, where are your character strengths which are contributing to your work. So that way they identify individual level character strengths.

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Key Points

- When people are talking about **strengths**, they are more positive, energetic, and engaged. Their body language is open and receptive, and they are enthusiastic about the conversation.
- When people are talking about **weaknesses**, they are more negative, hesitant, and disengaged. Their energy levels drop and they appear more withdrawn. Their body language is closed and defensive, and their attentional focus is narrowed.
- Approaches to strengths identification can be **qualitative methods**, such as **day-to-day strength spotting and Individual Strengths Assessments**, or **quantitative methods – Psychological Tests with good psychometric properties**.

If we just take key notes or key points from this lesson - one is difference between when we are focusing on strengths as well as focusing on weaknesses and they are saying that there is clear cut difference and that is why positive psychology is saying that we should focus more on character strengths in the positive direction because that is the possession which is with you and you have to learn to use this possession.

On the other hand, when you are talking about weaknesses, first of all you have to overcome all those weaknesses. Then only you can have use of that level. On the other hand, strengths, that is your property, that is your possession. And if you learn to use them in better way then you definitely can get better results.

So key points from this lesson is when people are talking about strengths, they are more positive, energetic and engaged and their body language is open and receptive and they are enthusiastic about the conversation. On the other hand, about the weaknesses when people are talking about weaknesses, they are more negative, hesitant and disengaged. Their energy levels drop and they appear more withdrawn.

Their body language is closed and defensive and their attention focus is narrow. So, when we say how we can assess someone's character strengths then broadly there are two ways. One qualitative method, which I discussed in last two-three slides where they asked number of questions and on the basis of answer of those questions they could identify where this person's character strengths are stronger as compared to others.

So for example they could ask about day to day activities, day to day strength supporting and individual strengths assessments they could use.

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- Character is measured via the **Value In Action - Inventory of Strengths (VIA-IS)**, a self-report questionnaire of 240 items measuring the degree to which an individual endorses each strength, **also adapted for application to youth (VIA-Youth; Park & Peterson, 2006)**
- **Strengths identification approaches should combine both qualitative and quantitative approaches wherever possible.**

Source: Average to A+: Realising Strengths in Yourself and Others, by Alex Linley, published by CAPP Press.

In this example, I think best fit is Value in Action - Inventory of Strengths. This is 240 items questionnaire and it has six virtues and 24 character strengths. This scale has been adapted in various cultures, in various countries and now we have its adaptation form for youths also. The scale is developed for adult as well as for youths and its psychometric properties have been tested again and again in different cultures.

Strengths identification approaches should combine both qualitative and quantitative approaches wherever possible because both of them have their unique research orientation. When we are talking about quantitative it means top-down process and I have already identified 24 character strengths and on the basis of that we are testing your level.

On the other hand, in qualitative techniques we are able to get some new ideas or some unique character strengths which might not be the part of our psychological test. So this information was based on this book, *Average to A+: Realizing Strengths in Yourself and Others*. This book has been written by Alex Linley.

Thank you. We will keep this topic continued in the next class.