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Self-evaluation is the process of assessing our own strengths and weaknesses, and it is an important tool for personal growth and development. When it comes to identifying strengths, it is important to look at both personal and professional qualities. Personal strengths can include qualities such as patience, creativity, and empathy, while professional strengths may include skills like leadership, communication, and problem-solving. In this article, you will find examples of self-evaluation strengths that will help you craft a good self-evaluation. Related: Self Evaluation Examples [Complete Guide] 20 Self-Evaluation Weaknesses Examples Self-Evaluation Strengths Examples Strong work ethic – I have a strong work ethic and am committed to delivering high-quality work. I am willing to go above and beyond to ensure that tasks are completed on time and to the best of my ability. Excellent communication skills – I have excellent communication skills and am able to communicate clearly and effectively with colleagues, clients, and stakeholders. I am able to listen actively and provide feedback in a constructive and respectful manner. Attention to detail – I have a strong attention to detail and am able to spot errors and inconsistencies quickly. I am able to ensure that tasks are completed accurately and to a high standard. Ability to work well under pressure – I am able to work well under pressure and am able to remain calm and focused in stressful situations. I am able to prioritize tasks effectively and meet deadlines even in high-pressure situations. Strong problem-solving skills – I have strong problem-solving skills and am able to identify issues and find solutions quickly and effectively. I am able to think creatively and outside the box to find innovative solutions to complex problems. Positive attitude and outlook – I have a positive attitude and outlook and am able to maintain a can-do attitude even in challenging situations. I am able to motivate myself and others to achieve their goals and remain optimistic in the face of adversity. Strong leadership skills – I have strong leadership skills and am able to inspire and motivate others to achieve their goals. I am able to provide direction and guidance to team members and am able to lead by example. Ability to adapt to change – I am able to adapt to change quickly and effectively. I am able to remain flexible and open-minded in the face of new challenges and am able to adjust my approach as needed to achieve success. Excellent time management skills – I have excellent time management skills and am able to prioritize tasks effectively to meet deadlines. I am able to use time-blocking techniques and other productivity tools to ensure that I am able to complete tasks efficiently and effectively. Strong organizational skills – I have strong organizational skills and am able to keep track of multiple tasks and projects simultaneously. I am able to use project management tools and other organizational techniques to ensure that tasks are completed on time and to the best of my ability. Ability to work well in a team environment – I am able to work well in a team environment and am able to collaborate effectively with colleagues to achieve common goals. I am able to communicate clearly and respectfully with team members and am able to contribute my skills and expertise to achieve success. Creative and innovative thinking – I have a creative and innovative approach to problem-solving and am able to think outside the box to find new solutions. I am able to challenge assumptions and think critically to achieve success. Strong analytical skills – I have strong analytical skills and am able to analyze data and information to identify trends and insights. I am able to use this information to make informed decisions and achieve success. Excellent customer service skills – I have excellent customer service skills and am able to provide a positive experience for clients and customers. I am able to listen actively and respond to their needs in a timely and respectful manner. Strong interpersonal skills – I have strong interpersonal skills and am able to build and maintain relationships with colleagues, clients, and stakeholders. I am able to communicate effectively and respectfully and am able to build trust and rapport with others. Ability to learn quickly and adapt to new situations – I am able to learn quickly and adapt to new situations effectively. I am able to absorb new information and skills quickly and am able to apply them to achieve success. Strong technical skills – I have strong technical skills and am able to use technology and software effectively to complete tasks and projects. I am able to stay up-to-date with new technologies and tools to ensure that I am able to achieve success. Ability to multitask effectively – I am able to multitask effectively and am able to manage multiple tasks and projects simultaneously. I am able to prioritize tasks effectively and am able to complete them efficiently and effectively. Strong decision-making skills – I have strong decision-making skills and am able to make informed decisions quickly and effectively. I am able to weigh pros and cons and consider all factors to make the best decision possible. Ability to take initiative and be proactive – I am able to take initiative and be proactive in the workplace. I am able to identify opportunities for improvement and take action to achieve success. I am able to take ownership of my work and am able to motivate myself and others to achieve their goals. More examples: 20 Self-Evaluation Weaknesses Examples   52 Accountability Self Evaluation Comments ExamplesSelf Evaluation Examples [Complete Guide] Self Evaluation Sample Answers: Strengths and Weaknesses Identifying Strengths and Weaknesses Importance of Identifying Strengths and Weaknesses Identifying our strengths and weaknesses helps us understand ourselves better and allows us to develop strategies to improve our performance. Recognizing our strengths can boost our confidence and motivate us to achieve our goals. On the other hand, identifying our weaknesses can help us identify areas that require improvement and develop a plan to overcome them. Examples of Strengths and Weaknesses Examples of strengths include effective communication skills, problem-solving abilities, adaptability, creativity, and leadership skills. These strengths can help us excel in our personal and professional lives. For example, effective communication skills can help us build strong relationships with our colleagues, while problem-solving abilities can help us tackle complex tasks. Examples of weaknesses include procrastination, lack of organization, poor time management skills, and difficulty working in a team. These weaknesses can hinder our performance and prevent us from achieving our goals. For instance, procrastination can lead to missed deadlines, while poor time management skills can result in incomplete tasks. Learn more: Self Evaluation Sample Answers: Strengths and Weaknesses Challenges in Self-Evaluation Common Challenges Overconfidence: Sometimes, we may overestimate our abilities or performance, leading to inaccurate self-evaluation. Confirmation bias: People may have a tendency to seek out information that confirms their existing beliefs, leading to a skewed self-evaluation. Lack of objectivity: It can be difficult to remain objective when evaluating oneself, especially when it comes to personal traits or behaviors. Fear of criticism: Some people may be hesitant to evaluate themselves honestly for fear of being judged or criticized.   120 Examples of Professional Goals for Your Career (to Advance Your Path)Dealing with Challenges Despite these challenges, there are strategies that can help us overcome them and conduct a more accurate self-evaluation: Seeking feedback: Asking others for feedback can provide a more objective perspective and help identify areas for improvement. Learn more: How to Gather Honest Feedback Keeping a journal: Recording thoughts and behaviors can help us identify patterns and gain a more accurate understanding of our strengths and weaknesses. Being open-minded: Staying open to feedback and different perspectives can help us avoid confirmation bias and gain a more accurate self-evaluation. Learn more: How to Be Open-Minded and Why It Matters Being honest: While it may be uncomfortable, being honest with oneself about strengths and weaknesses is essential for an accurate self-evaluation. Related: How to Cultivate Self-Awareness (10 Tips) Authenticity: How to Be Your Authentic Self (Examples & Strategies) Organizing Self-Evaluation Gather your accomplishments and achievements. Start by making a list of all your accomplishments and achievements over the past year. This can include anything from completing a project on time to exceeding your KPIs. Categorize your accomplishments. Once you have your list of accomplishments, categorize them based on the skills and values they represent. For example, if you have a strong attention to detail, categorize any accomplishments that demonstrate this skill. Identify areas for improvement. After categorizing your accomplishments, identify areas where you can improve. This will help you to set goals for the upcoming year and focus on areas where you can continue to grow. Create an action plan. Based on your identified areas for improvement, create an action plan that outlines specific steps you can take to improve in these areas. This will help you to stay focused and motivated throughout the year.   200 Quality of Work Self-Evaluation CommentsCore Strengths and Competencies Core strengths are the skills and abilities that come naturally to you, and that you excel at. To identify your core strengths, start by reflecting on your past experiences. Think about times when you felt particularly successful or accomplished, and consider what skills and abilities you used to achieve those successes. You can also ask others for feedback on your strengths, as they may be able to provide valuable insights that you may not have considered. Once you have identified your core strengths, it is important to focus on developing and refining them. This will help you to become even more proficient in these areas, and to use them to your advantage in your personal and professional life. In addition to identifying your core strengths, it is also important to develop and refine your competencies. Competencies are the skills and abilities that you need to be successful in your chosen field or profession. These may include technical skills, such as proficiency in a particular software program, or soft skills, such as communication and leadership. To develop your competencies, start by setting specific goals for yourself. Identify the competencies that you need to develop, and create a plan for how you will do so. This may involve taking classes or workshops, seeking out a mentor, or practicing your skills in real-world situations. Importance of Self-Awareness Self-awareness is the ability to recognize and understand our own emotions, thoughts, behaviors, and being honest with ourselves about our limitations and acknowledging our mistakes. It is an essential skill for self-evaluation and personal growth. By being self-aware, we can identify our strengths and weaknesses, and work on improving ourselves. It also helps us understand how we interact with others and how they perceive us. Related: How to Cultivate Self-Awareness (10 Tips) Across different types of job interviews, you may be asked about your strengths and weaknesses. Think of these kinds of questions as opportunities. When discussing your strengths, you get to highlight positive qualities aligned with the role or company culture, and when discussing your weaknesses, you get to demonstrate a growth mindset and present yourself as an asset. Let's discuss why interviewers ask these questions and review different strategies for answering them. Below, you'll also find examples of strengths and weaknesses to guide your responses. Why do employers ask about strengths and weaknesses?Employers use interviews to discover more about your experience, skill set, personality, and goals so they can determine whether you will be a good fit. They'll be gauging whether you can do the job itself and how well you'll complement the team and company culture. Strengths and weaknesses are common interview questions that help them gain critical context about who you are, how you use your abilities to create impact, and any areas you're actively working to improve. Interviewers typically use questions about strengths and weaknesses to evaluate: Your self-awareness How you use your positive traits in the workplaceWhether you can admit and address your weaknessesWhat you've done to improve your weaknesses How your skills and traits balance out those of current team membersLearn more: 21 Behavioral Interview Questions and How to Respond Strategies for talking about your strengthsAnswering "What's your greatest strength?" or some variation of that question is a chance to highlight what makes you a great fit for the role. Prior to your interview, spend time evaluating the job posting, the company, and any important business goals in order to determine which strength to share. Review the job posting: Read over the job description, taking note of the required and recommended competencies. Consider how your strengths align with one of them. Make sure to include an example or two of how you've used that strength in the workplace and incorporate any measurable results if possible. Conduct company research: Spend time learning about the company, including its culture and priorities. Consider how you may fit and pick a trait that reflects this alignment. Think about your areas of impact: Reflect on the company's focus and any key business goals you can find. (You may have to do some external research, like looking for interviews with the CEO or other leaders.) Think about a strength you have that folds into that priority and would make a significant impact. Variations of the strengths question: • What is a key attribute that helps you excel in the workplace?• What are three words your current manager would use to describe you?• What qualities would help make you successful in this role?Examples of strengths in the workplaceIf you feel particularly confident about a key technical skill in your wheelhouse, you can always use that to answer the question. But it may be more useful to share an interpersonal skill that calls attention to how you do your work because that provides a broader framing device to expand on your full skill set and any results you've achieved. Here is a list of strengths that can be valuable to highlight in an interview: CollaborativeCreativeDeadline-orientedDedicatedDetail-orientedEmpatheticEntrepreneurialFlexibleHonestInnovativeLeaderNimbleOrganizedPassionatePatientPositiveProactive Problem solverSelf-starterTeam playerLearn more: 11 Interviewing Skills to Benefit Your Career5 sample responses to “What are your strengths?”A good way to structure your response is to lead with the strength you're proud of, tell a quick story about a time you used it with positive results, and then summarize the impact you had. Let's review the examples below. 1. CollaborativeI am very collaborative. I’ve always enjoyed working on teams and it is one of my strongest attributes. In my previous job as a marketing research analyst, I led a project that involved diverse stakeholders, focus groups, and extensive field research, which taught me about my ability to inspire others in stressful situations. The client used our insights to create a sustainable (both environmentally and financially) product.2. Technical know-howI love staying up-to-date with trends in the tech industry. From my current role, I know the ins and outs of SAP very well, so I can anticipate problems before they arise. I get excited about tinkering around with gadgets in my personal life, and this trait has come in handy in the workplace when I get to know a piece of software or program intimately.3. Detail-orientedAs a content creator, I love brainstorming new approaches to reach our consumers. But I am most known for my attention to detail. I care a lot about word choice because I believe that precise language can transform a piece from good to great (and I never miss a deadline). My blogs and articles consistently perform well and reach the top of Google searches. 4. Positive attitudeMy positive attitude is definitely one of my strengths. I have been a restaurant server, a tutor, and a health aide in the past decade, all jobs that require plenty of energy and endurance. I can view a situation from multiple perspectives and empathize with my customers, students, and patients to understand their needs at any given time.5. Solving problemsI am a solutions-oriented person and a quick learner. In my role as an electrical engineer, I learned to perform well under pressure when designing equipment because our team would not be able to win a contract unless we produced the blueprints quickly, with as few resources as possible. In these circumstances, I am not afraid to ask questions to figure out the challenge. I do extensive research for every client, so I can be extra prepared.Strategies for talking about your weaknesses"What is your greatest weakness" can feel like a loaded question, and it's natural to feel unsure about how to answer it. We all have weaknesses—that's just a part of being human. Your capacity to recognize a weakness and work toward improvement can actually be a strength. The key to talking about your weaknesses is to pair self-awareness with an action and a result. Prior to your interview, reflect on the areas below to identify the weakness you'd like to share: Growth opportunities in your professional life: Identify areas in your work that you'd like to strengthen. These can be how you perform your role, technical skills or workplace skills you need to develop, or productivity methods you need to implement. Feedback: Look back on the jobs you’ve had, classes you’ve taken, or teams you’ve collaborated with to achieve a goal. Have you received any notable feedback? For example, team members may have asked you to communicate with them more often when a problem arose. Once you've figured out which weakness to use, be proactive and think about what you've been doing to improve. This can include taking a course, watching tutorials, reading books, or setting aside time to reflect in the moment. Explaining that you are aware of a particular weakness and have taken steps to improve is a sign of maturity and drive that is attractive to employers.Variations of the weaknesses question:• What are some of your top areas for improvement?• What are your professional challenges and how are you tackling them?• What would colleagues or mentors say you need to work on?Examples of weaknesses in the workplaceEmployers are looking for reasonable honesty when you talk about your weaknesses, so it's important not to pick a lightweight response, such as "I work too hard" or "I care too much." You also may want to avoid a weakness that isn't a required skill of the role. For instance, if you're applying to be a data analyst, you shouldn't flag your data visualization skills as a weakness. When preparing to discuss your weaknesses, choose one that gives you the chance to demonstrate growth and enthusiasm for learning. Here is a list of weaknesses that can be valuable to highlight in an interview: Averse to feedback CompetitiveDisorganizedExtreme introversion or extroversionImpatience Inability to prioritize InsecureMissing deadlinesOvercommitted Prone to procrastination RigidRisk-averseSelf-criticalSensitive/emotionalStubbornUncomfortable with public speakingUncomfortable with delegating5 sample responses to “What are your weaknesses?”The weaknesses question is an opportunity to showcase your ability to honestly assess your performance, respond to feedback in a positive way, and continually improve—essential traits in almost any role. Explore the following examples to help you formulate your response.1. Self-criticismI can be quite critical of myself, which can lead to negative self-talk and eventual burnout. I've found that I can avoid this by recording my goals, objectives, and key results and setting aside time to celebrate milestones and achievements, big and small. This not only helps me focus on how I'm benefiting the team, but it also has also helped me get better at prioritizing my most impactful tasks. 2. Fear of public speakingI am a naturally shy person. Since I was a kid, I have always felt nervous presenting in front of the class, and that translated into the workplace. A few years ago, I led a big project and was asked to present it to board members. I was so nervous, but I realized I had to overcome this fear. I signed up for Toastmasters as a way to practice public speaking. Not only did this help get me through that first presentation, but it also helped me feel more confident as a leader. Now I'm helping my own team build presentation skills.3. ProcrastinationProcrastination has long been a bad habit of mine. I think it stems from a fear of failure, to be honest. In my last job as a real estate agent, keeping up with appointments and critical paperwork was essential to success. I started using Google Calendar and apps like Trello to manage my time better. Crossing things off my to-do list makes me feel accomplished, and I've learned to tackle harder tasks early in the day when I'm feeling refreshed and less likely to put them off. 4. Issues with delegating tasksI'm a bit of a perfectionist, so I sometimes struggle to delegate tasks to my teammates. This has led to taking on too much. As a manager, I've tried to be intentional about recognizing the strengths of those on my team and delegating tasks that match those strengths. It was hard at first, but I've seen that by communicating clear expectations and trusting my team, they rise to the occasion and I'm able to manage projects more efficiently.5. Lack of experience with skill or softwareI haven't had as much experience with Python as I'd like. When I decided to make a shift into data analytics, I knew I'd need to use a statistical programming language to perform efficient analysis. I signed up for a Python for Everybody course, and I've found I really love it. I'm excited to start applying the techniques I'm learning to help make my workflow more efficient.Strengthen your skill set on Coursera to stand out in interviewsStrengthen and expand your skill set with Coursera. Learn in-demand skills from industry leaders like Google, Microsoft, and IBM with a Coursera Plus subscription. You can choose between monthly and annual pricing tiers, gaining access to over 10,000 courses, and you’ll get a certificate for every program you finish, which you can add to further enhance your resume. Identifying & leveraging your strengths can enhance personal & professional growth, boosting confidence & achievement. Utilizing tools like self-reflection, feedback & strength assessments can help uncover your unique abilities & talents. Focusing on strengths rather than weaknesses promotes a positive mindset & increases overall wellbeing & productivity. In my work with young people, we often talk about their ideas of personal strengths and weaknesses. One of the exercises we begin with asks the students to think about one of their best friends or someone they admire, and to write a list of all the personal strengths they believe this person has. Then they are asked to write a list of their weaknesses. Almost every time, the strengths list is long and full of wonderful sentiments and statements, while the weakness list usually contains one or two things, or nothing at all. Then we flip the exercise. Students are asked to repeat the same task, but this time write a list of personal strengths and weaknesses they feel they have. The results? The strengths list is minimal, while the weakness lists are double the length. I’ve found that this isn’t something that goes away as we become adults and further develop our experiences and personal knowledge. So, how do we better acknowledge our personal strengths versus our personal weaknesses? And what is the importance of doing so? Before you continue, we thought you might like to download our five positive psychology tools for free. These detailed, science-based exercises will help you or your clients realize your unique potential and create a life that feels energized and authentic. One of the key contributions positive psychology has made is supporting individuals to reflect on, consider, and identify their core strengths to utilize them to lead a flourishing life (Boniwell, 2006). Within positive psychology, personal strengths are defined as our built-in capacities for particular ways of thinking, feeling, and behaving (Linley, 2008). We all possess distinct character strengths that are associated with the six virtues of positive psychology theory (Seligman, 2002): Wisdom Creativity Curiosity Love of learning Open-mindedness Perspective Courage Authenticity Bravery Persistence Zest Humanity Kindness Love Social intelligence Justice Fairness Leadership Teamwork Temperance Forgiveness Modesty/Humility Prudence Self-regulation Transcendence Appreciation of beauty and excellence Gratitude Hope Humor Religiousness/Spirituality Over three years, Peterson and Seligman (2004) explored what personal strengths might look like and came up with the above list of 24 core strengths. They referred to these as character strengths and concluded the following: These 24 strengths are evident across human history and world cultures. Each of the 24 strengths exists in all of us to varying degrees. Positive psychology helps us to acknowledge that we may be stronger in some areas and weaker in others, and that’s okay. It’s what makes us all unique. The point is to identify your pattern of strengths so that you can tap into these to live a more fulfilling life. Personal Weaknesses Defined One of the other purposes of positive psychology is to bring our ideas of strengths and weaknesses into balance. Positive psychology traditionally took the stance that other areas of psychology have placed too much emphasis on pain, trauma, and negative emotions and experiences (Seligman, 2002). With that in mind, positive psychology considers a weakness to be one of the 24 character strengths that you are lower in, rather than a full deficit of a strength in particular. Peterson and Seligman (2004) believe we each hold all of the character strengths within us, and understanding how each sits within our personal capacity allows us to respond and behave in more positive ways. Positive psychology does not see weaknesses as ‘unfixable’ areas, and we can work to improve some of our less-developed character strengths if we wish to, through various positive psychology techniques and tools. Start thriving today with 5 free tools grounded in the science of positive psychology. Understanding our strengths and weaknesses is important within positive psychology, as it forms the foundation for much of the theory and therapeutic work. Encouraging children to become aware of their strengths helps them to develop more self-confidence and self-awareness, as well as a deeper appreciation and value for how each of us is different (Peterson & Seligman, 2004). Further research has backed up the positive impact of encouraging individuals to explore and understand their character strengths. The process of identifying and utilizing your strengths in everyday life has been linked to an elevated sense of vitality and motivation (Clifton & Anderson, 2001), increased probability of achieving goals, and a stronger sense of life direction (Hodges & Clifton, 2004). It has also been linked to higher self-confidence, engagement, and productivity (Peterson & Seligman, 2004). Rust, Diessner, and Reade (2013) found that students who were encouraged to focus on identifying their character strengths over 12 weeks reported higher gains on the Satisfaction With Life Scale (Diener, Emmons, Larson, & Griffin, 1985) compared with a control group. Identifying strengths has also been linked to benefits beyond the individual. Focusing on employee strengths during performance reviews was showfn to increase workplace productivity by up to 34% (Corporate Leadership Council, 2002). Using strengths-based interventions in the workplace also led to a lower turnover of staff by up to 14% (Asplund, Lopez, Hodges, & Harter, 2009). Understanding our strengths has been shown to have extensive positive benefits across our life. Still, research has gone one step further and acknowledged that alongside knowing our strengths, knowing when to use them is equally important. Understanding which strengths are optimal in which contexts allows us to further navigate our understanding of ourselves and achieve goals (Ryan, 2009; Schwartz & Sharpe, 2006). Researchers believe we each have all the character strengths to differing degrees, and understanding how each sits within our personal capacity allows us to respond and behave in more positive ways (Peterson & Seligman, 2004). Learning your strengths and shortcomings can be an integral part of your personal development. One way to identify your inherent strengths is the 15-minute VIA Character Strength Identification Survey. This Values in Action (VIA) Survey is a leading assessment to highlight an individual’s character strengths (Peterson & Seligman, 2004). It measures 24 character strengths under six overarching categories: wisdom, courage, humanity, justice, temperance, and transcendence. Another positive psychology concept worth exploring in relation to personal strengths is the concept of mental strength, sometimes referred to as mental toughness. Mental strength is the capacity to deal with various stressors or challenges when they arise and still perform to the best of your ability and personal strengths (Clough, Earle, & Sewell, 2002). Mental strength is another core foundation of positive psychology and strengths-based therapy, and something that can be built and developed over time with purpose and practice. Positive psychology defines mental strength through the following attributes: Adaptability Endurance Steadfastness Dependability Effectiveness With personal strengths comes the balance of personal weaknesses, and the same is true with mental strength. If not practiced in alignment with personal strengths or without purpose, mental strength may change into its negative counterpart: Adaptability can become fickleness. Endurance may lead to martyrdom or victimization. Steadfastness can turn to inflexibility. Dependability can become predictability. Effectiveness may lead to laziness or taking shortcuts. Being aware of this can help you to adjust where you notice an imbalance. Just as you might go to the gym to build physical muscle and give up bad habits to meet personal fitness goals, you can develop better mental strength through the right mix of behaviors and thoughts (Morin, 2017). The Positive Psychology Toolkit© is a groundbreaking practitioner resource containing over 500 science-based exercises, activities, interventions, questionnaires, and assessments created by experts using the latest positive psychology research. Updated monthly. 100% science-based. “The best positive psychology resource out there!” — Emiliya Zhivotovskaya, Flourishing Center CEO Fortitude; noun: strength and firmness of mind; resolute endurance the strength to bear misfortune, pain, etc. calmly and patiently; firm courage Collins Dictionary, 2020 Another term you might come across when exploring personal strengths within positive psychology is ‘fortitude of character,’ sometimes referred to as ‘strength of character.’ Similar to building mental strength, fortitude of character is the process of identifying, focusing on, and building your innate strengths over time. Alongside your strengths, fortitude of character advises focusing on the character strengths that assist you in overcoming challenging situations that you might be weaker in (Corbett, 2018). This could be assertiveness, courage, confidence, or justice. This process does not happen overnight, and a purposeful, conscious practice is needed to regularly identify small daily actions that can lead to you building your fortitude of character. Each day will present new scenarios or situations in which you can practice. 5 Benefits of Listing Your Strengths and Weaknesses Referring back to my example from the start of this article about how I get my students to list their strengths and weaknesses, one of the biggest resistances to this exercise is that it ‘is narcissistic.’ But that is entirely untrue. Listing your strengths and weaknesses is a beneficial exercise that helps to motivate a range of positive cognitive and behavioral changes. Here are five to get you started: 1. Builds your self-awareness Self-awareness is crucial in a variety of personal and interpersonal settings. When you spend time reflecting on and identifying your strengths and weaknesses, it allows you to consider the various situations where you shine and where you don’t. This level of awareness means you can play to your strengths and seek support in situations where you are weakest. 2. Helps you understand other perspectives Knowing your strengths and weaknesses also enables you to understand others’ strengths and weaknesses and increases your capacity for empathy (Abbate, Boca, & Gendolla, 2016). Better self-awareness increases your confidence in your capabilities, resulting in reduced self-seeking and self-gratifying mentalities (Stephenson & Wicklund, 1983), freeing you up to listen to others and understand their perspectives. 3. Allows you to identify areas for improvement Sometimes we might know intuitively where we need to improve, but never actually go one step further to proactively make those changes. Actively and creatively reflecting and problem solving around your strengths and weaknesses can motivate you to pursue improvements. The process of writing these things down can instigate the identification of the micro-actions that can create the positive changes you might want to see. 4. Increases your positive vocabulary and positive self-talk Another benefit of actively writing down your strengths is that it allows you to flex your vocabulary muscles and develop the language needed to talk positively about yourself. Self-talk is vital for our overall feelings of contentment. Positive self-talk has been linked to effective positive cognitive and behavioral changes (Tod, Oliver, & Hardy, 2011). 5. Greater appreciation for areas you may have previously undervalued How do you know which aspects of yourself to value if you’re unsure what they are? Sometimes we view particular behaviors as negative or ‘weird’ when, in fact, they are linked to personal strengths. Identifying your strengths and weaknesses also allows you to begin connecting them to specific behaviors and habits. In doing so, you can begin to decide which ones are beneficial and contribute to who you want to be, and which ones aren’t. This process of listing your strengths and weaknesses isn’t a one-time exercise. Make sure you revisit your list often to review your progress. Your ideas of your strengths and weaknesses will almost certainly fluctuate over time, so this exercise can be great to see what direction you’re heading in. Exploring your strengths can be an exciting endeavor if this is the first time you’ve considered them. Positive psychology has presented us with several valuable tools we can use to begin painting the picture of our strengths and weaknesses. Here are three to get you started: 1. The VIA Character Strengths Inventory Developed by Peterson and Seligman (2004), the VIA Character Strengths Inventory is one of the most popular and fundamental ways to measure your personal strengths. It is based on their 24 character strengths, around the six virtues. You can complete a short questionnaire, responding to a series of statements. Your results then rank the character strengths, from strongest to weakest. It’s an excellent starting point and can be quite enlightening and surprising. 2. The Big Five Personality Test The Big Five Personality Test is another excellent questionnaire to begin exploring your personal strengths. Free to access and complete, it provides you with a series of statements and asks you to rank them from inaccurate to accurate as you feel they relate to you. The results then provide you with a score for the ‘Big Five’ personality traits: openness, conscientiousness, extraversion, agreeableness, and neuroticism. It is shorter than the VIA Survey and should only take around 10 minutes to complete. 3. The 300-Question Personality Traits Inventory If you’re seeking to go in depth, this could be the questionnaire for you! Consisting of 300 statements, this inventory asks you to rate your responses to each one from inaccurate to accurate as you feel it relates to you personally. The results then provide you with a detailed overview of your core character traits. This inventory takes around 30 minutes to complete. Professional Strengths: ‘The Big Four’ for Work Once you’ve spent some time reflecting on your strengths, you might also begin to consider your professional strengths. Many of our strengths can be translated well to the workplace and professional contexts, but it’s how we translate them and the language we use that transitions them from ‘personal’ to ‘professional.’ For example: Personal strength Professional strength Love of learning Commitment to professional development Perspective Strong team player Bravery Able to deliver on tough projects This reflection can be especially helpful when you’re considering which jobs might be right for you. Once you know your personal and professional strengths, you can start to reflect on job roles in this context and find ones that are the best match for you. When applying for jobs where you feel unsure about which strengths to focus on, try asking yourself these four questions: 1. Is it relevant for the job? This one is crucial. We often have a list of strengths and skills, but we don’t hone them down for relevance. When weighing up whether to include a specific skillset, reflect on the job role itself and review the job description. Is the skill mentioned in the job posting? Will it be required for the role or add value? If it is not relevant, do not include it. 2. Is it accurate and true? Many employers state that one of their biggest annoyances is when candidates list skills that they don’t have. I often experience this with the students I work with, where they list a skill they know is relevant to the industry, but have little or no experience with themselves. Make sure everything you list is accurate about you and provides a true reflection of your skill level. You will be asked about it! 3. Is it adaptable? There will be certain skills we pick up in one role that are fully relevant and adaptable to another. If you identify some strength-based skills that fit this profile, make sure you detail how the skill can be adapted to the new role or industry you’re applying to. Years working in a retail job will give you excellent communication and teamwork skills, which could adapt well to an office or administrative environment. 4. Can you provide examples? Linked back to question number two, make sure that any skill you list comes with tangible examples of when you have used or developed it. This is especially important if it is a skill listed in the job posting, as you will likely be asked about it in the interview. One of the best ways to structure an example that focuses on a specific skill is the STAR technique. Here’s what that looks like: Situation: Set the scene for your example, describing where you were working and what your role was. Task: Provide details of what you were asked to do that demonstrates the skill you are seeking to describe. Action: Paint the picture of what you did to meet the demands of the task and show your skill. Result: Detail what happened as a result of your actions and skill. Use these 17 Strength-Finding Exercises [PDF] to help others discover and leverage their unique strengths in life, promoting enhanced performance and flourishing. Created by Experts. 100% Science-based. Anyone who has ever had to write an application, resume, or cover letter knows that listing your strengths is crucial to demonstrate a personal and professional match for the role. Most of us, however, get stuck at knowing how to articulate these strengths. One of the core ways to begin identifying which strengths you should list or focus on is to read the job posting carefully, highlighting any keywords that stand out and particularly focusing on those that relate to the personal and professional requirements of the job itself. Once you have this list, you can begin to create your own list that aligns as closely as possible. Having the language to do this helps a lot. We’ve compiled a list of 92 key personal and professional strengths that can be used for resume and cover letter purposes (List of Personality Traits, n.d.; Positive Personality Adjectives, n.d.; 638 Primary Personality Traits, n.d.): Adaptable Affectionate Ambitious Articulate Aspiring Calm Candid Capable Caring Charismatic Cheerful Clear headed Communicative Competitive Considerate Cooperative Courageous Courteous Creative Curious Decisive Determined Devoted Diligent Efficient Empathetic Endures Energetic Enthusiastic Expansive Experienced Flexible Focused Forgiving Forthright Frank Friendly Generous Grateful Hard-working Helpful Honest Humble Imaginative Independent Innovative Insightful Intuitive Inventive Involved Kind Mature Methodical Meticulous Modest Motivated Natural leader Neat Objective Open minded Optimistic Organized Outspoken Painstaking Passionate Patient Perceptive Perseveres Persuasive Polite Practical Proactive Prudent Punctual Realistic Reliable Resourceful Respectful Responsible Responsive Seasoned Self-confident Self-directed Self-disciplined Self-reliant selfless Sensible Serious Sincere Sociable Sympathetic Systematic A Take-Home Message Exploring and understanding our personal strengths and weaknesses can be a fulfilling experience. I know that when my students start working on this, I see a noticeable improvement in their confidence and the positive and honest ways they begin to talk about themselves. They also acknowledge each other’s strengths, and this, in turn, creates a great classroom environment where we support each other. I hope after reading this article, you’ll have found a starting point or a continuation for the ways in which you can explore your personal and professional strengths. If there’s one key message I’d like you to take away from this, it’s that this process is in no way narcissistic and can lead to some wonderful moments of self-discovery and growth. I’ve seen my strengths and weaknesses develop over even a short amount of time as I focus on the ones I want to work on and improve. After reading this, I hope you feel a renewed motivation to check in on your strengths more frequently. We hope you enjoyed reading this article. Don’t forget to download our five positive psychology tools for free. You can identify your personal strengths by reflecting on past successes, asking for feedback from peers, and taking strength assessment tests. Recognizing activities that energize you and areas where you excel without much effort also helps in discovering your strengths. Knowing your strengths boosts confidence, improves performance, and helps align your work or personal life with tasks that you find fulfilling. It also aids in setting meaningful goals and enhancing overall wellbeing. You can use your strengths for growth by applying them to new challenges, setting goals that leverage them, and continuously seeking opportunities to improve and expand those skills.

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Personal and professional strengths are important to discuss during a job interview. It is important to be able to articulate the skills, qualities, and accomplishments that make you unique and an ideal candidate for the position.Job interviews can be scary, but it is also a great place to showcase your strengths and weaknesses to meet the job description.Personality strengths are attributes such as being a team player, having strong communication skills, being organized, or having a strong work ethic. These personality strengths reflect your personality and character and should be tailored to the position you are applying for.Examples of The Job interview strengths questionsWhat personal strengths do you bring to this position?I bring a wide variety of personal strengths to this position. I am highly organized and detail-oriented, which allows me to efficiently manage multiple tasks and ensure that all deadlines are met.I am also a creative problem solver, which enables me to think outside the box when it comes to solving issues and coming up with innovative solutions. Additionally, I have excellent communication skills and am a confident public speaker, which makes me effective at engaging with a range of co-workers.How have your past experiences helped you develop important professional strengths?My past experiences have helped me develop important professional strengths. In my previous roles, I was exposed to a variety of different tasks and responsibilities that allowed me to develop my analytical skills, which I am now able to apply in this position.Additionally, due to the collaborative environment of these roles, I was able to hone my communication and team-working skills, which help me build strong relationships with co-workers. My past experiences have also given me a great appreciation of the value of meeting deadlines and staying organized, which are important skills to have in any professional setting.What strengths set you apart from other candidates in this field?My personal strengths that set me apart from other candidates in this field include my creative problem-solving skills and my ability to think outside the box. I have a knack for finding innovative solutions to challenging problems, which can be an asset in any professional setting.Additionally, my excellent communication and public speaking skills allow me to effectively engage with my co-workers.How have you been successful in working with other team members?I have been successful in working with other team members by utilizing my communication skills and ability to build strong relationships. I am confident in expressing my ideas and opinions to my colleagues, which helps build a collaborative working environment.Additionally, I am an attentive listener and take the time to understand everyone’s perspectives, which allows us to work together effectively.What are Your Personal Weaknesses?Personal weaknesses are areas where a person may lack the skills, knowledge or experience needed to achieve their desired goals. Having self awareness of some of your weaknesses can help you build positive relationships and make a positive impact on your life.These weaknesses can be addressed through self-improvement strategies like setting achievable goals, tracking progress, studying or taking classes to learn new skills and consistently affirming yourself. Additionally, it can be beneficial to receive feedback from trusted people in your life and to use that feedback to create an action plan for improvement.List of Weaknesses: Personal Weakness Defined1. Lack of organizational skills2. Poor time management3. Low self-esteem4. Procrastination5. Short temper6. Poor communication skills7. Inability to prioritize tasks8. Struggling with decision making9. Not being able to take criticism constructively10. Difficulty accepting changeExamples of The Job interview weaknesses questionsWhat do you consider to be your biggest weakness?My biggest weakness is that I can sometimes be too self-critical and be hard on myself. I tend to focus on my flaws rather than my strengths, which can be a barrier to personal growth. I am working on this by trying to focus more on the positives and being kinder to myself.I have also developed strategies to help me reframe negative thoughts in a more constructive and positive way.How do you handle working in a team environment when one of your team members is not pulling their weight?I believe in open, honest communication and working together to find solutions. I would first try to understand why this team member is not pulling their weight and work with them to identify any potential barriers that can be removed. I would then provide support and guidance to help them become an active contributor.What is a weakness you have overcome?I have always been naturally shy and had difficulty speaking up in group settings. Through practice, I have developed more confidence in my communication skills. I have also become a better listener, allowing me to better understand the perspectives of others and build stronger relationships. As a result, I am now more comfortable speaking up and sharing my ideas in team environments.Top 3 Strengths ConclusionFinding your top 3 strengths could include various combinations of personal, transferable and knowledge-based skills. There are two different ways to choose your top 3 strengths when going into an interview.The first is to select your strengths without a specific job in mind.The 3 you choose are most likely your bread and butter. They are strengths you have no matter what the job environment is. Keep these in mind when you are reading over job descriptions and choosing what skills you will highlight in job interviews.The second method involves catering your answer for the specific job. You can find a complete guide to My Strengths and Weaknesses here. We also have a List of Weaknesses post that you may find helpful.Question:What are your strengths? Comment below with a list of 3 strengths you poses that may or may not be in the lists above. This will help others see different possibilities. Develop Your Strengths — Once you discover your character strengths with the VIA Survey, applying your signature strengths is the next step. Learn how a personalized VIA Report can help you maximize your strengths in all areas of your life. Practicing strengths-based activities builds everyday awareness and fosters a more fulfilling, purposeful connection to life and others. One of your main goals in every interview is to create a first impression and convince your prospective employer that you’re the right person for the job. The best way to nail this and avoid sounding conceited or desperate is to highlight your strengths and how they align with the job you’re currently interviewing for. Your interviewer needs to know how you’ll be a great asset and what value you bring to the organization. In identifying your personal strengths, you should consider tasks or actions you have taken in the past. It could be your achievements in your last place of work goals you have smashed or areas in your life you have excelled on. Make sure that the personal strengths you’re highlighting are not only required for the job but also adaptable. Also, give examples of how you applied those strengths to achieve your goals or carry out tasks in your previous job. This article captures the best personal strengths and examples most employers seek. Hopefully, you’ll see the ones that align with you and will benefit your prospective job. Without much ado, let’s get started! Best Personal Strengths Lists and Examples 1. Quality-conscious No doubt, everyone makes a mistake once in a while. It’s part of life. However, repeating the same mistake over and over again is never acceptable in any place of work. Being accurate means you take adequate time to perform tasks and deliver error-free results. This skill is a requirement for every employee no matter the position you’re applying for. A quality-conscious approach reflects in your deliveries and helps you gain accolades in the long run. Image by Christina Morillo via Pexels Also Read: Goal vs Objective 2. Adaptable An adaptable person is someone who can easily bend to adjust to new conditions or circumstances. That means, whenever there is any change in the workplace, you’ll easily flow with the change, carrying on your duties as if nothing happened. When speaking to your interviewer, let them know that your adaptable trait showcases your resourcefulness, high productivity level, and leadership skills. 3. Action-Oriented It’s one thing to make decisions. It’s another to implement decisions. Being action-oriented means taking initiative and solving problems. Employers appreciate this skill a lot because you’re not one to be micromanaged. You will be very creative and efficient in the organization. 4. Analytical You’re a perfectionist. In the face of problems or challenges, you are driven by curiosity to find solutions. You don’t judge based on assumptions, rather, you question everything and analyze information until you arrive at the best logical answer. Image by Christina Morillo via Pexels 5. Honest You have arrived at this level of self-awareness and confidence that you always stay true to your values and personality regardless of the situation you find yourself in. You’re not so desperate to be liked by everyone, so will unapologetically express yourself, and at the same time respect your colleagues and employers. Also Read: Top Weaknesses Examples 6. Communicative Articulating your ideas and interacting with people is never a problem for you. You do it with so much ease and grace no matter who the person is. It’s easy to manage a team with this skill because you will always carry everyone along to ensure they are on the same page. Image by Fauxels via Pexels 7. Decisive Spending so much time going back and forth on deliberations tires you especially when you’re not making any headway. Because you don’t take forever to make up your mind and usually stick to what you decided, you will likely do well in a leadership role. As long as you have the necessary facts and solicited people’s options, you’ll go ahead with a decision and stand by it. That way, more goals are achieved and plans executed. 8. Devoted Once you have set your mind on achieving a goal, you focus exclusively on it until it’s achieved. Since you’re goal-oriented, you don’t mind going through hurdles, and taking no days off until you hit your target. You will inspire your colleagues and team members which in turn will help the company record more successes. Image by Yan Krukov via Pexels 9. Charismatic Attracting and winning people comes so easily to you making you a perfect choice for any leadership role. You gracefully persuade people, according to each the needed respect, while instilling in them a deeper level of commitment and trust. Check Out: Strengths & Weaknesses Examples For Job Interviews 10. Creative Your imagination is so wild that you easily invent unique solutions and ideas to problems and challenges, boosting your productivity level. You think outside the box, take initiative, and rarely wait for anyone to tell you what to do. Image by MART PRODUCTION via Pexels 11. Detail-Oriented While working on your task, no error goes unnoticed. Because you give your tasks undivided attention, spotting mistakes and making the necessary changes before they escalate to bigger problems is easy. Your attention to detail also means you will always produce accurate, high-quality work with little or no supervision. 12. Hard-working During your interview, you should let your prospective employer know that you are diligent and put maximum effort into delivering tasks. Your devotion and commitment also mean you take your self-growth and career advancement seriously and can grow with the company. 13. Resilient You are tenacious and don’t give up easily no matter how challenging a situation can be or the barriers along the way. Failures or mistakes don’t deter you. Rather you see them as an opportunity to learn. You keep pushing through, getting right back up after every fall, and restrategizing if need be until a project has been completed. Image by Christina Morillo via Pexels 14. Teamplayer Being team-oriented means working well with others and understanding the importance of collaboration in projects or tasks. You focus on your teammates, their welfare, and opinions while still looking out for yourself. It also means you are flexible and operate with an open mind. 15. Inquisitive Your mind is always active and eager to acquire new knowledge and information. You are inclined to ask a lot of questions and search for answers. Image by Fauxels via Pexels 16. Strategic It means you are fundamentally forward-thinking. You have a knack for setting clear goals, plans, and new ideas after painstakingly analyzing the threats and vulnerabilities involved. Because you’re strategic, you don’t wait to be told what to do. You also think long-term and continuously initiate new projects and ideas. 17. Teachable Employers want to know how desirous you are about absorbing new information, especially regarding your new job descriptions. Let them know how much you strive to grow and how you ask for feedback and respond to it. Sure, you know that you’re knowledgeable and good at what you do, but you see others’ opinions as important in your learning curve. You keep an open mind, always asking for help and ways to improve. 18. Punctual You do things at the right time, keep to appointments, and meet deadlines. This means that you’ll make a reliable and trustworthy employee. Image by Fauxels via Pexels 19. Risk taker You are adventurous, ready, and willing to go the extra mile, not minding how dangerous it might be, to achieve a goal or hit a target. Risk takers facilitate innovation in an organization. And even knowing that if the risk doesn’t work out, it’s not a big deal. Every risk taken is an opportunity to learn valuable lessons. 20. Responsible As a responsible individual, you are conscious of your decisions and ensure they either lead to self-improvement or help others. Driven by a sense of purpose, you will not hesitate to accept the consequences of your actions and decisions. Image by Diva Plavalaguna via Pexels 21. Organized You carefully plan and keep things orderly. This means you’ll be good at bookkeeping and won’t arrive late to meetings or work. Because all aspects of your life are organized, your productivity will increase. You’ll won’t miss instructions from your employers and will avoid making costly mistakes as well. Also Read: Best Personal Mission Statement Examples 22. Optimistic It doesn’t matter how dreadful the situation is, or how seemingly insurmountable a challenge may seem, you are still hopeful. You have faith that everything will work out fine. Because you are self-motivated, everything becomes an opportunity rather than a set back. You will in turn inspire and motivate your coworker, maintaining a high energy level, and cheerful approach to solving problems. 23. Energetic You are always active, and don’t feel tired no matter how strenuous a task is. There is never a dull moment with you and you literally walk into a meeting and lift everyone’s mood. 24. Emotionally Intelligent Understanding and having reasonable yet uncomfortable conversations with your colleagues will be a piece of cake. You strive to keep your emotions under control even in the roughest circumstances. Easy management of your emotions simply means you can manage and influence others. 25. Grateful It means you never feel entitled and deeply appreciate any form of kindness and help that comes your way. The more thankful you are, the happier and more productive you will be. 26. Self-controlled You are not easily distracted – not by your emotions and certainly not by external variables. You are also able to regulate your feelings and responses to avoid unpleasant outcomes. Image by Pavel Danilyuk via Pexels 27. Meticulous As a perfectionist, you pay close attention to detail on every task, project, or report assigned ensuring that there are no mistakes. Also, you want to get things done at the right time and would never settle for haphazard work. Also Read: Best Elevator Pitch Examples 28. Deliberate A deliberate worker is one who carefully acts or moves with purpose. You are not directionless. All your actions and decisions are backed up by logical reasons. They may take you a while to arrive at but that’s fine as long as there is a destination you’re targeting. 29. Resourceful You are good at devising solutions to tackle a problem when things don’t go as expected. It doesn’t matter if it’s in the dying minutes, you’ll always find a way around the challenge. 30. Self-directed You are so in tune with your behaviors and attitudes that you never strive to impress anyone. Even when your actions don’t go as planned, you don’t

hesitate to accept responsibility and make amends. 31. Ingenious Due to how smart or talented you are, you can easily discover or come up with thoughtful ideas – the kind that will leave your colleagues wowed. You are also resourceful since you know a lot about everything. Image by Alena Darmel via Pexels 32. Persuasive This personal strength will be useful if you applied to work in a sales role. You can naturally make people believe or do a particular thing – in this case, buy a product or subscribe to a service. One of your natural gifts is knowing what to say and when to say it to get someone to bend to your wishes. Explore: How To Write A Mission Statement? 33. Outspoken You speak your mind and give your opinions in an honest and forthright way while being tactful. As much as you are confident and bold with your feelings, you also know when best to speak and when to let things slide. 34. Friendly You are kind and pleasant to people. Your friendly gestures will facilitate collaboration and knowledge sharing within the organization. 35. Polite Work environments are healthier when employees are civil and have mutual respect. Rather than insult or make nasty comments about your colleagues when they get on your nerves, you politely communicate your feelings. Image by Cottonbro via Pexels 36. Observant Nothing ever goes unnoticed around you. You pay strict attention and observe your surroundings constantly. The more watchful you are, the better you get at spotting gaps, errors, and mistakes that should be fixed, increasing your efficiency and output level. 37. Versatile Aside from the current role you are applying for, you also have other skills that are beneficial to the organization. Let your employer know these skills and how you'll use them to serve the company whenever the need arises. 38. Faithful A faithful employee will never spill trade secrets nor will they take actions that will jeopardize the welfare of the organization. You are loyal to the core and will keep to your end of the bargain once employed. 39. Trustworthy You are honest in your dealings. This makes you reliable, responsible, and easily trusted. 40. Flexible Nothing is set in stone and you always work around impromptu changes to ensure that work goes on. Image by Cottonbro via Pexels 41. Dedicated You are deeply passionate about the role and as such will give your all to ensure that you hit every target assigned. Explore: Best Impromptu Speech Tips & Examples 42. Disciplined Over the years, you have trained or conditioned yourself to exude good behavior. You also have a knack for following due processes and ensuring orderliness. 43. Prudent You are not one to rush making decisions. You are careful and practical, which usually results in wise judgments. 44. Open-minded Since nobody knows it all, you are receptive to new ideas and opinions, free from prejudice. You always want to know what other people think and don't get defensive if someone holds a different opinion from you. 45. Focused To solve your tasks when due, you always draw up a plan to follow, ticking off the priorities first before plunging into the minor tasks. This also means that you don't procrastinate. You also have a clear picture of where you are going career-wise and how you are going to get there. Image by Yan Krukov via Pexels 46. Innovative You love experimenting and discovering new ways of doing things. That means you always come up with original and creative ideas to solve problems. 47. Impartial With you, there is no partiality. You carry on with what's morally right and fair no matter the consequences. 48. Enthusiastic You are always eager and happy to get on with your job. Wrapping Up This list of personal strengths has given you an idea of the valuable qualities every employer wants. Remember not to downplay any of them during your interview. You are there to sell yourself and to convince your interviewer that you are the best person for the job. Talk about any of these strengths above, relate them with your past job experience, and explain how these traits benefited your previous organization tremendously. Enjoyed the post? The 24 character strengths are sorted into six virtues: wisdom, courage, humanity, justice, temperance, and transcendence.The VIA Inventory of Strengths can help you identify which of the 24 character strengths you have. Using your character strengths in new ways each week can have positive effects on your mental health. People often look for good character in others, whether they are employees, students, friends, or potential dating partners. According to positive psychology, good character is exemplified by 24 widely valued character strengths. Learn how the idea of these character strengths came about, how they are organized, and how to assess which strengths a person may possess. We also share ways to maximize one's character strengths, enabling a person to live to their fullest potential. The notion of character strengths was first introduced by psychologists Martin Seligman and Christopher Peterson. Seligman and Neal Mayerson, another psychologist, created the Values In Action (VIA) Institute on Character, which uses the VIA Inventory of Strengths developed by Peterson to identify people's positive character strengths. A character strength inventory can identify both a person's strengths and ways they can use those strengths in their life. Building on one's positive character strengths can help them improve their life and emotional well-being, as well as address the challenges and difficulties they are facing. It's also important to note that the 24 character strengths that these tools identify have been studied across cultures. These strengths are important components of individual and social well-being globally, with different strengths predicting different outcomes. For instance, intellectual, emotional, and interpersonal character strengths can help a person better cope with work-related stressors, ultimately impacting their level of job satisfaction. Interventions that help build character strengths can also improve the psychological well-being of people with chronic illnesses. The 24 character strengths are divided into six classes of virtues: wisdom, courage, humanity, justice, temperance, and transcendence. Here is a closer look at the six virtues and the positive character strengths that are grouped with each of them. Those who score high in the area of wisdom tend to have character strengths that lead them to acquire knowledge and use it in creative and useful ways. The core wisdom character strengths are: Creativity: Thinking of new ways to do things Curiosity: Taking an interest in a wide variety of topics Open-mindedness: Examining things from all sides; thinking things through Love of learning: Mastering new topics, skills, and bodies of research Perspective: Being able to provide wise counsel to others; looking at the world in a way that makes sense People who score high in courage have emotional character strengths that allow them to accomplish goals despite any opposition they face—whether internal or external. The character strengths associated with courage are: Honesty: Speaking the truth; being authentic and genuine Bravery: Embracing challenges, difficulties, or pain; not shrinking from threat Persistence: Finishing things once they are started Zest: Approaching all things in life with energy and excitement Those who score high in humanity have a range of interpersonal character strengths that involve caring for and befriending others. These core character strengths are: Kindness: Doing favors and good deeds Love: Valuing close relations with others Social intelligence: Being aware of other people's motives and feelings People who are strong in justice tend to possess civic strengths that underscore the importance of a healthy community. The character strengths in the justice group are: Fairness: Treating all people the same Leadership: Organizing group activities and making sure they happen Teamwork: Working well with others as a group or a team Those who score high in temperance tend to have strengths that protect against the excesses in life. These strengths are: Forgiveness: Forgiving others who have wronged them Modesty: Letting one's successes and accomplishments stand on their own Prudence: Avoiding doing things they might regret; making good choices Self-regulation: Being disciplined; controlling one's appetites and emotions People who are strong in transcendence tend to forge connections with God, the universe, or religions that provide meaning, purpose, and understanding. The core positive character strengths associated with transcendence are: Appreciation of beauty: Noticing and appreciating beauty and excellence in everything Gratitude: Being thankful for the good things; taking time to express thanks Hope: Expecting the best; working to make it happen; believing good things are possible Humor: Making other people smile or laugh; enjoying jokes Religiousness: Having a solid belief about a higher purpose and meaning of life The 24 positive character strengths are split into six virtue classes:Wisdom: Creativity, curiosity, open-mindedness, love of learning, perspectiveCourage: Honesty, bravery, persistence, zestHumanity: Kindness, love, social intelligenceJustice: Fairness, leadership, teamworkTemperance: Forgiveness, modesty, prudence, self-regulationTranscendence: Appreciation of beauty, gratitude, hope, humor, religiousness A person's character strengths can be determined using one of two inventories. The VIA Inventory of Strengths (VIA-IS) is for people aged 18 and older, while the VIA Inventory of Strengths—Youth Version (VIA-Youth) is designed for kids and teens aged 10 to 17. The goal behind the classification of strengths is to focus on what is right about people rather than pathologize what is wrong with them. It's important to point out that people typically have varying degrees of each positive character strength. In other words, they will be high in some strengths, average in some, and low in others. There is no single indicator of good character. Instead, a person's character should be viewed across a continuum. The VIA Institute on Character stresses that the traits not included as signature strengths are not necessarily weaknesses, but rather lesser strengths in comparison to the others. Likewise, the top five strengths should not be rigidly interpreted because there are usually no meaningful differences in their magnitudes. One of the main reasons for assessing positive character strengths is to use this information to better understand, identify, and build on these strengths. For example, identifying and harnessing character strengths can help young people experience greater academic success. It can also help people increase feelings of happiness. Knowing a person's character strengths provides a lens through which psychologists, educators, and even parents can look. It helps them see not only what makes a person unique but also enables them to better understand how to help that person build on those strengths to improve their situations or outcomes. For example, one strategy involves encouraging people to use their signature strengths in a new way each week. Studies have found that taking this approach can lead to increases in happiness and decreases in depression. Another approach involves focusing on a person's lowest-rated character strengths in an attempt to enhance those areas of their lives. Research has demonstrated that traumatic events can change a person's character strengths, as evidenced by studies investigating the effects of shooting tragedies. Other studies note that some character strengths can help people better cope with these types of situations, such as was found with people who lived through Hurricane Michael, a category 5 storm. When assessing candidates in job interviews, remember that your employee strengths are your organization's strengths. Because think about it. That's all organizations are. People. So if you want to build a dreamy company culture, look at your people first. Whether you want to stand out in a competitive market, be known for wizard-like technical skills, or promote good work ethics, it all starts with your employees. Unsure what to look for when assessing candidates (or your current workforce) for strengths and weaknesses? Use our list of 30 employee strengths to look out for and other helpful tips about why they're important and how to assess these kinds of strengths at work. Employee strengths are characteristics that help them do their best work. They can be hard or soft job-related skills, but regardless, they fundamentally shape company culture. Hiring for and developing key strengths is vital for employee job satisfaction and wider company performance. It's important to stay on top of strengths and weaknesses in the workplace, as these will fluctuate with time and growth. Some examples of employee strengths include leadership skills, time management, decision-making skills, teachability, and communication skills (we'll cover dozens more in the employee strengths examples below, though). Strengths and weaknesses within the team sculpt hiring decisions and professional training resources you might offer and can help you enhance productivity internally and improve overall performance faster. Assessing a potential employee's strengths doesn't have to be hard. With the right interview questions, skills-first recruitment software like Toggl Hire, and, once they're hired, regular performance reviews, building an employee strength strategy can be simple. See how easy it is to create custom skills assessments from our 20k+ question library to quickly test and filter candidates. Book a Demo What are employee strengths? Employee strengths are a broad category that encompasses both soft skills, like teamwork and decisiveness, and hard skills, like proficiency with a CRM system or SQL databases. Examples of key employee strengths can be emotional intelligence, problem-solving, or communication skills. Ultimately, they're a set of traits, talents, and characteristics that enable employees to do their job effectively. Understanding your current employees' strengths is vital to building a cohesive and effective company. This can help you organize teams by amplifying employee strengths and identifying employee weaknesses — then filling those gaps with new skills. You can also address workplace weaknesses with new hires or training programs for personal and professional growth. For instance, if you know your current workforce isn't very team-oriented, you might use that knowledge to hire a manager who has that strength. Different job-related skills will be more or less relevant depending on your industry, your business goals, and your team size. Every company has different needs. It's also important to remember that strengths in the workplace can manifest in many different ways. The key is to know what strengths are most important to your business and be able to identify them in the hiring process. Now, let's take a look at what some of those employee strengths might be for you. From meeting deadlines and quotas to taking responsibility for mistakes, you need team members you can depend on. In fact, dependability is more than just an employee strength—it's a core characteristic that every member of your organization should possess. Dependable employees can benefit the entire organization by breeding a culture of trust and autonomy. If a deadline suddenly changes or the scope of a project grows, you need someone who can adapt — quickly and without complaining. This is the value of flexibility. Flexibility allows teams to solve problems more creatively, develop trust, and overcome obstacles faster. This spirit of increased collaboration makes teams more efficient, benefiting businesses' bottom line. A positive attitude can be the difference between a good team and a great one. It's key to keeping motivation high when a project faces unexpected setbacks or enhancing productivity and joy when morale is low. On a company-wide scale, positive attitudes boost workplace culture, making this employee strength key to a healthy work environment. When time is money, efficiency is critical. And nothing saves more time than clear communication skills. It can be the difference between hours of email back-and-forths and long meetings or a razor-sharp, execution-focused team that's always on and smashes targets thanks to crystal-clear delegation. Good communication skills can also help avoid personal misunderstandings, which can lower overall morale and efficiency. Problem solvers are solution-oriented thinkers who are quick on their feet. These employees tend to overcome challenges faster and with less friction. Thanks to their analytical minds and can-do attitude, they're indisposable to innovative, ambitious companies—a dynamite combo! Employees skilled in critical thinking can get to the root of problems faster. They identify nuances, question the status quo, and don't really get caught up in ego games. They usually deliver high-quality work as a result. If you want to build a culture around initiative and the pursuit of truth, you can't overlook this strength. Emotional intelligence is more than just self-awareness. It's noticing your timid colleague felt dejected after being spoken over in a meeting or knowing how to give negative feedback with tact. Usually, emotionally intelligent people are driven by purpose and personal growth, so ensure you can provide those if you want to attract these employees. Top tip: This is a key employee strength to screen for when hiring for external-facing roles, like your customer service department or sales team. However, EQ tests aren't the most reliable way to screen for this strength. Instead, use skills tests that assess potential employees for skills related to high EQ. Discipline is the ability to put job responsibilities ahead of job enjoyment when necessary (although you shouldn't be regularly forcing your employees to choose one over the other). Disciplined employees have incredible time management skills and will never miss a deadline, making them your go-to for important projects. Motivation is one of the most powerful employee strengths to screen for. After all, just a few right words strung together from someone in a leadership position can change the tone of a team's entire day. By encouraging employees, a strong motivator is able to boost employee morale and build happier and healthier workplaces while driving better results. Good leadership is all about empowering employees to do their best work. True leaders can naturally sense individuals' strengths and weaknesses and build their teams accordingly to smash company goals (and make sure they all have a good time along the way). Top tip: Leaders inspire and unite their teams with ease and know that with this great power comes great responsibility, making this one of the top five key strengths of an employee in a more senior position. They also usually possess strong communication skills for effective dialogue, make informed decisions, adapt seamlessly to change, and have a visionary mindset to inspire long-term growth and innovation. Staying organized is key to maintaining a healthy work-life balance, being efficient with your time, and avoiding feelings of overwhelm. Being on top of their calendar, blocking time for projects according to upcoming deadlines, and updating Trello cards are hallmarks of the kind of organized employee you need. Creative thinking is key to innovation on every level—and in any industry. It's especially valuable if your product or service is the first of its kind. It's the reason Apple reached iconic status, and so many other computer companies of the 1980s and 90s faded into nothingness. Top tip: Strengths that are more like personality traits can be obvious to spot in an interview. Creative thinking is a bit more nuanced and hard to test for. You'll likely need to use the right questions or homework assignments to assess candidates for creative thinking. Being goal-oriented indicates a desire to see results, especially when they're broken down step by step. Having clear, intentional KPIs and milestones along the way will get you much further than setting a lofty goal in a strategy meeting and then not looking at it for the rest of the quarter. A culture that is very goal-oriented will reach its desired outcomes faster. Everyone loves a team player — someone who doesn't get their ego too involved and understands that in brainstorms, the best idea should always win, even if it isn't theirs. Zooming out and cross-collaboration between departments are key to ensuring everyone is on the same page and the company continues moving smoothly toward its goals. Team players can help bring people with different skills together to accomplish a shared goal. There's no peace of mind like knowing that once something has been delegated, it's as good as done. Trustworthy employees keep their word, are loyal to the company, and will speak up when they see injustice. They're your eyes and ears when you're not around. A resilient employee will embrace challenges because they know they can handle them. With a stubborn kind of approach to problem-solving, they don't give up just because of a few pesky setbacks. These employees are great because they learn from their mistakes, see growth opportunities at every turn, and improve over time—often very rapidly. Confidence doesn't mean having all the answers; it means being secure enough to admit not knowing and trusting your ability to find out. Confidence breeds decisiveness, which leads to faster action-taking and quicker results. It also builds trust with the wider team and instills a culture where everyone strives to do the best they can. Top tip: Even the best employees struggle with confidence once in a while, especially if they're not working in a harmonious workplace that supports their natural strengths and career development. Ensure you're creating a positive working environment that encourages constructive feedback and professional development. If a new campaign you just implemented isn't performing so well, you need someone patient enough to stay focused on the bigger picture and not get caught up in the temporary dip. Look for someone who follows through and can complete tasks without abandoning them due to boredom or impatience. An optimistic employee can be the difference between a productive workplace and a mediocre one. You won't have to worry about keeping morale high if you've built a team of optimists who can always keep motivation high when things are good and see the silver lining when there's a setback. If you prioritize screening for this strength, optimism will rub off on your culture. Who doesn't want to work somewhere the glass is always half-full? From not needing to be micromanaged to pitching you their own ideas for solving pressing problems, a self-motivated person will make your work life much lighter, especially if you're managing a larger team of people who rely on you for decision-making or feedback. Self-motivated people produce high-quality work and have no problem getting on with everyday operations, even if no one is watching them. You need someone who can make a decision with limited information and move forward despite uncertainty. They will help you learn more, faster and keep you out of the dreaded analysis paralysis. If this culture rubs off on the wider company, you might find yourself with a culture of people moving fast and breaking (then improving) stuff—you know, in the best way possible. If a client presentation goes wrong or a miscommunication leads to missing a deadline, you want someone accountable who will own up to their mistakes. Similar to a trustworthy employee, an accountable one isn't afraid to speak up even when it's their head on the chopping block. The last thing you want when getting to the bottom of a problem is to play a few rounds of the blame game. Negotiation is usually associated with sales teams, but it's one of the workplace strengths every employee should embody. You want someone who can captivate and persuade you, make you see things from their point of view. Negotiation, in a way, is its own kind of problem-solving, as it requires finding the win-win in not-so-obvious situations. Doing that shows immense emotional intelligence, sensitivity, and charisma—all super valuable for building team cohesion and harmony. Addressing the concerns of other employees in a constructive and neutral way is a huge advantage for any team. Whether de-escalating tension when the team is under pressure or mediating a disagreement, you need someone with conflict resolution skills to keep the peace. Being culturally sensitive means recognizing that different people think and react differently based on their unique lived experiences. What might come off as a cold, direct remark to some might not have been sent with that intention — it could just be the culture of the sender speaking. It's important to keep this in mind when working with a diverse workforce (especially ones where English isn't everybody's first language) where cultural norms vary greatly. Doing so will ensure employees feel supported and understood. Data-driven insights can help optimize every facet of your business, from the content you put out to the features you launch next and even deciding who to promote. In an increasingly data-driven world, being able to analyze this data effectively is crucial. Imagine you had to repeat yourself every time you gave instructions. You'd be half as productive as you could be. From taking instructions well to receiving and implementing feedback rapidly, active listeners are a great asset to have, making this one of the essential work strengths to look out for when assessing new hires. If you're handing over tasks to another person or onboarding a new recruit, having that person be highly teachable will make your job much easier. Being teachable means someone is always in student mode, hungry to keep learning and growing. These are the best folks to train and prepare for leadership positions when the time comes. Similar to teachability, learning agility is a great indicator of someone's ability to learn fast, adapt, and be dynamic in ever-changing workplaces. Employees with high learning agility will always be high-value, as they have no problem staying relevant with evolving industries and new technologies. Top tip: The five key factors of a learning agile employee include change agility, mental agility, people agility, results agility, and self-awareness. To assess candidates for learning agility, use skills assessments that focus on cognitive abilities. Finally, one of the most important personal strengths to consider when hiring or assessing current talent is whether someone takes on responsibility. Stepping up to lead projects, not passing off their work to their junior, and putting their hand up when they make the wrong call are signs of a highly responsible person. Assessing employee strengths starts before someone joins your team. Once you've identified the employee strengths most important to you, make sure to communicate them in the job descriptions of every new role. This ensures you get the best-aligned people into your candidate pipeline. In the job interview, ask strategic interview questions to probe deeper into the particular soft skill strengths that are vital to the role and wider team dynamic. You can also assign role-specific homework assignments to vet for strengths that lie more toward the "hard skill" end of the spectrum. Finally, remember that assessing strengths in the workplace is a continuous process. It's a good idea to set up regular performance reviews so you can provide constructive feedback and ensure employees feel empowered and appreciated while monitoring how strengths and weaknesses fluctuate. Human resources can provide training programs to make improvements where necessary. Assessing employee strengths in the workplace starts at the very beginning of the hiring process and is a continuous, evolving process. From the job description to clever interview questions and specific skills assessments, there are lots of ways to vet for employee strengths before extending a formal offer. Toggl Hire's skills testing features provide a powerful solution for assessing and uncovering these strengths during the hiring process, allowing you to identify candidates with the specific skill sets and qualities your company needs to thrive. Now, you have all the tools you need to test an employee's strengths! Create a free Toggl Hire account and tap into the diverse range of employee strengths that will drive your company's success. Get Started Free Julia Masselos is a remote work expert and digital nomad with 5 years experience as a B2B SaaS writer. She holds two science degrees Edinburgh and Newcastle universities, and loves writing about STEM, productivity, and the future of work. When she's not working, you'll find her out with friends, solo in nature, or hanging out in a coffee shop.

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