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View our upcoming webinars and live events. Over 1,000 studies point to two key areas of benefit—well-being and adversity. This dual-role was highlighted in a recent article on character strengths and mental health. In this session, Dr. Ryan Niemiec will share findings from that study, focus on practical applications, and explore how this dual-role is pivotal in Mindfulness-Based Strengths Practice (MBSP).What you'll gain:Research-based insights on the dual-role of character strengthsPractical tools to boost well-being and manage adversity—for you or your clientsSmall group discussion to deepen your strengths knowledge and practice>> Watch the RecordingThis session is a great precursor for anyone interested in going deeper with MBSP (May and September program cohorts currently enrolling). What happens when mindfulness and strengths come together? A powerful shift — from autopilot to intentional living.Join us for a conversation with Danielle Casioppo, VIA Faculty Member, Education Specialist at Yale University, and Certified Yoga Teacher, and Dr. Eugene Tee, Associate Professor at HELP University, a graduate of the University of Pennsylvania's MAPP program, author, and coach. Both are experienced facilitators of VIA's Mindfulness-Based Strengths Practice (MBSP) — a life-changing 8-week program that helps people reduce stress, boost self-awareness, and live with greater meaning.You'll hear:Personal stories of growth, struggle, and discoveryPractical takeaways from their MBSP journey and professional work Insights to help you align your actions with your values — and show up as your best selfWatch the recording>>Whether you're new to Mindfulness-Based Strengths Practice (MBSP) or exploring your next step in personal development, this session offers a glimpse into the practice that's changing lives from the inside out. Organizations everywhere are looking for real solutions to boost engagement, enhance performance, and build thriving teams. Be the expert they turn to by equipping yourself with the latest strengths-based strategies. Join us live on March 11th for an exclusive conversation with workplace experts Jane Anderson, Anne Wallace, and Joe Moorman. They'll share insights drawn directly from VIA's Workplaces at Their Best (WATB) Consultant Learning Path & Certification program, offering practical tools to support your team, no matter your role. In this interactive session, you'll:Explore real-world workplace challenges with strengths-based solutionsWatch practical, research-backed strategies come to lifeJoin a live Q&A and get expert answers backed by VIA's Workplaces at Their Best Certification ProgramLeave with actionable insights to create meaningful change in your workplaceWatch the recording >> A live MBSP program preview with Q & A: Sharing practical strategies you can use right away. It's easy to feel overwhelmed by the things we can't control — but what if you had a practice to help navigate uncertainty with confidence? Mindfulness-Based Strengths Practice (MBSP) is a proven 8-week program that blends the science of mindfulness with the power of character strengths to help you manage stress, deepen relationships, and build resilience. Join us live on February 12th for an exclusive, expert-led preview of MBSP with VIA's leading experts, Dr. Ryan Niemiec and Roger Bretherton. In this interactive session, you'll: Experience first-hand key concepts and exercises from the 8-week MBSP program Learn simple, impactful daily practices to boost your well-being and emotional balance Engage in a live Q&A, where your questions will be answered with practical tools directly from the MBSP curriculum The Impact of MBSP 91% of MBSP program participants reported an increase in overall well-being 9 out of 10 would recommend the program to a friend or colleague Watch the recording >> The session will include a Q&A, where your questions will be answered with practical strategies and tools drawn directly from the program. Whether you're looking to connect with yourself or others, this is a session you won't want to miss. Join VIA for an exclusive webinar designed for coaches, consultants, and wellness professionals looking to elevate their practice and deliver meaningful, strengths-based growth for their clients. Moderated by Dr. Jillian Coppley, VIA's President and Chief Programs and Services Officer, and featuring a world-renowned panel of VIA Faculty, psychologists, and professionals, including Dr. Roger Bretherton, Dr. Paula Robinson, and Caroline Miller. This session will empower you with: Expert techniques to interpret and apply the VIA Total 24 report in both individual and group coaching.Practical tools for creating more impactful sessions, enhancing client satisfaction, and growing your business.Scalable strategies to expand your client base and take your coaching practice further. The value of attending:At VIA, we're a non-profit committed to empowering professionals like you. Your $49 registration fee goes toward making this and future programming possible, and we believe the tools, knowledge, and experience of this event will far exceed the cost. Everyone who registers is entered for a chance to win free enrollment in our 2025 Workplaces Consultant Certification program, valued at $3,999 — the winner will be announced in early 2025! Additionally, a recording of this webinar will only be made available to registrants. Seize this chance to elevate your practice and connect with a community of experts passionate about transforming lives. The event recording will be accessible exclusively to registrants. Reconnect with the VIA community of practitioners and researchers in this live webinar hosted by Dr. Ryan Niemiec. Learn about new research in mental health/strengths.Participate in small groups focusing on making the research applicable to daily life.Celebrate 25 years of VIA's global impact on strengths-based well-being. This session is for researchers and practitioners. As VIA marks its 25th anniversary, we encourage you to join us in advancing the powerful connection between the science and application of character strengths. Let's celebrate mental health by building mental well-being together!Watch the recording>>If you can't make it to the live event, don't worry—register anyway, and we'll send you the recording! Excited about your character strengths results but wondering what comes next? Join us for an exclusive webinar with Jane Anderson, VIA Faculty Member, Coach and Consultant, as we dive into actionable ways to activate your strengths through the Aware, Explore, Apply (AEA) model. You'll walk away with practical tools and resources to deepen your strengths and bring insights from your Total 24 Report to life. Watch the recording>>If you can't make it to the live event, don't worry—register anyway, and we'll send you the recording! Join Dr. Ryan Niemiec, VIA's Chief Science Officer, to learn more about one of the most popular topics in the field of character strengths: strengths overuse and underuse. It's time to explore these nuances and go beyond "use your strengths." Register for this free, 45-minute webinar and learn how to identify and navigate the overuse, underuse, and optimal use of strengths in both personal practice and professional guidance. This interactive discussion with live Q&A is perfect for anyone eager to deepen their expertise and achieve greater impact through strengths-based practices. Watch the recording> We're excited to partner with the Canadian Positive Psychology Association for a Q&A session about our upcoming certification program in Toronto from Sept. 29 - Oct. 1. Join us to get all your questions answered and learn how this program, designed for OD consultants, leaders, and managers, can benefit your professional development.Watch the recording> Get an early look at VIA's newest offering in organizational development: Workplaces at Their Best courses. Discover how this suite of powerful courses and learning pathways can transform personal engagement and create positive change in the workplace. We also talk about how to become a certified VIA Workplace Consultant. (Video originally recorded on August 7, 2024)Watch the recording> Coach, Consultant, and VIA Faculty Member Jane Anderson will share the tips and tricks she's developed over the years to elevate wellbeing for teams and individuals with the science of character strengths. She'll also show you how to use many of VIA's free tools like the Pro Dashboard and fee-based tools like the Total 24 Report. Recording not available. Join Dr. Ryan Niemiec, VIA Chief Science and Education Officer and the founder of Mindfulness-Based Strengths Practice for a 30-minute Mindful Pause in your busy day. The third Thursday of each month Dr. Niemiec hosts this special event live on VIA's LinkedIn page. We hope to see you there! Watch the recording> Join Dr. Ryan Niemiec, VIA Chief Science and Education Officer and the founder of Mindfulness-Based Strengths Practice for a 30-minute Mindful Pause in your busy day. 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For the first time ever, we're offering the course on weekends and evenings. On March 19th, Danielle will share what it's like to grow from this powerful course. This event is free and includes a few of her most popular mindfulness and strengths practices. Recording not available. Discover how coaches and consultants employ character strengths to promote flourishing for individuals and teams. Topics covered: What does it mean to take a positive psychology approach to coaching? What is the role of character strengths in personal development? Why do some employees complain about wellness washing? How can we integrate wellbeing practices that are more durable and effective? How can character strengths interventions enhance team collaboration? Watch the recording> In the midst of your busy day, take 30 minutes with Dr. Ryan Niemiec to reset and restore your deep energy. Join us for this brief positive intervention and discover the benefits of mindfulness and strengths! It's free and open to the public.Watch the recording> Gain expert insights from a strengths-based coach/consultant who is practiced in facilitating growth in others through awareness and application of character strengths. This webinar gives you an inside peek at how our Pro Dashboard and Total 24 Report are designed to help you support your clients. Recording not available. January is a great time to consider how to finish the year strong. This webinar will help you flip the script with your students from what's wrong to what's strong. You'll get:Free strengths-based classroom resources you can download and use; Access to deeply discounted classroom resources and our ready-made strengths-based lessons; The opportunity to win a bundle of free strengths-based classroom resources; and Practical–and proven–strategies for creating a thriving classroom. Watch the recording> Each year Dr. Ryan Niemiec shares the wisdom and inspiration of his Mindfulness-Based Strengths Program (MBSP) with participants from around the world. In this webinar, he's offering a free one-hour peek at this transformative experience. Learn: The benefits of an MBSP community. Mindfulness myths and facts. How to shift from what's wrong to what's strong.Watch the recording> Proprietary psychological assessment measure The VIA Inventory of Strengths (VIA-IS), formerly known as the Values in Action Inventory, is a proprietary psychological assessment measure designed to identify an individual's profile of "character strengths". It was created by Christopher Peterson and Martin Seligman, researchers in the field of positive psychology, in order to operationalize their handbook Character Strengths and Virtues (CSV).[1] The CSV is the positive psychology counterpart to the Diagnostic and Statistical Manual of Mental Disorders (DSM) used in traditional psychology.[1] Unlike the DSM, which scientifically categorizes human deficits and disorders, the CSV classifies positive human strengths.[2] The CSV helps people recognize and build upon their strengths. This aligns with the overall goal of the positive psychology movement, to make people's lives more fulfilling.[2] People can use the VIA-IS to identify their own positive strengths and learn how to capitalize on them.[2] VIA-IS recognizes 24 character strengths organized under six core virtues: Wisdom: creativity, curiosity, judgment, love of learning, perspective Courage: bravery, perseverance, honesty, zest Humanity: love, kindness, social intelligence Justice: teamwork, fairness, leadership Temperance: forgiveness, humility, prudence, self-regulation Transcendence: appreciation of beauty and excellence, gratitude, hope, humor, spirituality[3] The VIA-IS is a 96-question measure of 24 character strengths. On average, an individual will complete the VIA-IS in 10 to 15 minutes. (Previous versions of 240 and 120 questions were criticized for their length.{{[4]} Participants are instructed to answer each item on the VIA-IS in terms of "whether the statement describes what you are like".[5] Participants respond according to a five-point Likert scale ranging from (1=very much unlike me, 5=very much like me).[5] Sample items include "I find the world a very interesting place", which gauges curiosity, and "I always let bygone be bygones", which gauges forgiveness.[1] People can score anywhere from 10 to 50 points for each of the 24 strengths. A higher score on a scale indicates that the participant more strongly identifies with that scale's associated strength. Score reports are delivered to each paying participant at the completion of the survey. Feedback is provided for the signature strengths, but not for the lesser strengths. The results rank order the participant's strengths from 1–24, with the top four to seven strengths considered "signature strengths". As a relatively new field of research, positive psychology lacked a common vocabulary for discussing measurable positive traits before 2004.[1] Traditional psychology benefited from the creation of DSM, as it provided researchers and clinicians with the same set of language from which they could talk about the negative. As a first step in remedying this disparity between tradition and positive psychology, Peterson and Seligman set out to identify, organize, and measure character. They began by defining the notion of character as traits that are possessed by an individual and are stable over time, but can still be impacted by setting and thus are subject to change.[1] They brainstormed with a group of noted positive psychology scholars. They examined ancient cultures (including their religions, politics, education, and philosophies) for information about how people in the past construed human virtue. The researchers looked for virtues that were present across cultures and time. Six core virtues emerged from their analysis: courage, justice, humanity, temperance, transcendence, and wisdom. Next, Peterson and Seligman proposed a model of classification. The hierarchical system is modeled after the Linnaean classification of species, which ranges from a specific species to more general and broad categories. The six core values are the broadest category and are, "core characteristics valued by moral philosophers and religious thinkers".[1]:13 Peterson and Seligman then moved down the hierarchy to identify character strengths, which are "the psychological processes or mechanisms that define the virtues".[1]:13 The researchers began identifying individual character strengths by brainstorming with a group of noted positive psychology scholars.[1] Peterson and Seligman then performed an exhaustive literature search for work that directly addresses good character in the domains of, "psychiatry, youth development, philosophy, and psychology".[1]:15 Some individuals who influenced Peterson's and Seligman's choice of strengths include: Abraham Maslow, Erik Erikson, Ellen Greenberger, Marie Jahoda, Carol Ryff, Michael Cawley, Howard Gardner, and Shalom Schwartz. The researchers also looked for virtue-laden messages in popular culture. For example, the researchers examined Hallmark greeting cards, personal ads, graffiti, bumper stickers, and profiles of Pokémon characters. After identifying dozens of "candidate strengths", the researchers refined their list by subjecting them to a list of ten criteria[a] to help them select the final 24 strengths for the CSV.[1] Approximately half of the strengths included in the CSV meet all ten criteria, and half do not.[1] By looking for similarities between candidate strengths, the researchers distributed 24 character strengths between six virtue categories. After creating this a priori organization of traits, the researchers performed, "an exploratory factor analysis of scale scores using varimax rotation,"[1]:632 from which five factors emerged.[1] Peterson and Seligman state that they are not as concerned with how the 24 strengths are grouped into virtue clusters because, in the end, these traits are mixed together to form the character of a person. Peterson and Seligman state that all character strengths must be[why?] measurable.[1] Of the 24 strengths, most can be assessed using self-report questionnaires, behavioral observation, peer-report methods, and clinical interviews. Three strengths, however, have yet to be reliably assessed: humility, modesty, and bravery.[1] The researchers acknowledge that some strengths are more difficult to assess than others, therefore methods of assessing these strengths are still in-progress. For each strength, there are typically several measures that could be administered in order to assess a person's trait level for that strength.[1] Time and energy, however, prohibit administering all of the measures for the 24 strengths in one testing session. To solve this problem, Peterson and Seligman designed a new measure, the VIA-IS, to assess all 24 strengths in relatively brief amount of time. Beginning in the fall of 2000, the researchers pilot tested the VIA-IS with a group of 250 adults.[1] The researchers removed items that correlated poorly with the rest of the items in the same scale of interest. Peterson and Seligman repeated this process until Cronbach's alpha for all scales exceeded 0.70. The researchers added three reverse-scored items in each of the 24 scales as well. For the current[may be outdated as of October 2023] version of the VIA-IS, test-retest correlations for all scales during a four-month period are > 0.70.[1] Peterson and Seligman provide limited data on the validity and reliability of the VIA-IS;[1] the only published statistics are those stated above. The researchers say that they will provide the full statistical results of their analysis of the VIA-IS in a future publication.[1]{needs update} However, other researchers have published studies that challenge the validity of this six-factor structure.[6][7] Although researchers have not yet examined the validity and reliability of the VIA-IS, they are beginning to look at how the 24 character strengths are distributed within the United States and international populations. Researchers found that, within the United States, the most commonly endorsed strengths are kindness, fairness, honesty, gratitude, and judgment.[8] The lesser strengths demonstrated consistency across states and regions as well: prudence, modesty, and self-regulation.[8] The researchers did not find regional differences in the rank-order of strengths, with the exception of the South demonstrating slightly higher scores for religiousness. When the rank order of prevalence of character strengths in the U.S. is compared to that of 53 other countries, scientists found the relative pattern of rank ordering did not differ.[9] This finding provides evidence to support Peterson and Seligman's assertion[1] that their classification system is composed of universally acknowledged strengths. The results of this study have limitations. Respondents to the survey must speak English, as the VIA-IS was not translated into each respondent's native language. This may restrict the extension of these results to non-English speakers. In an earlier study, researchers administered the English-language version of the VIA-IS to individuals in 40 countries.[9] Worldwide, the following strengths were most associated with positive life satisfaction: hope, zest, gratitude, and love. The researchers called these "strengths of the heart". Strengths associated with knowledge, such as love of learning and curiosity, were least correlated with life satisfaction. Scientists have also performed more in-depth analyses of the VIA-IS when it is applied to populations outside of the United States. Linley and colleagues did not simply compare the rank-order of strengths of the U.S. to other countries.[5] They administered the VIA-IS to 17,056 individuals living in the United Kingdom between 2002 and 2005. Compared to the entire U.K. population, the study's sample was better educated, and was composed of more women and fewer elderly individuals. The researchers found that as people aged, strength scores tended to increase. Using Pearson's correlations, researchers looked for associations between age and strengths. The following strengths showed the strongest correlations: love of learning, curiosity, forgiveness, self-regulation, and fairness.[5] Humor did not follow this pattern, and was negatively correlated with age. In terms of statistically significant gender differences, women demonstrated higher scores for interpersonal strengths (kindness, love, and social intelligence) and appreciation of beauty and gratitude.[5] Men scored significantly higher than women on creativity. For men and women, four of the top five signature strengths were the same: open-mindedness, fairness, curiosity, and love of learning. When the means and standard deviations were broken down by gender and age, they were consistent with those reported by U.S. samples.[10] The rank ordering of the prevalence of strengths was comparable to the patterns found in the U.S. and other international samples.[8] Once again, research supports Peterson and Seligman's assertion[1] that the strengths listed in the CSV and VIA-IS are present in the majority of cultures. An important limitation of this study, as with all studies that collect data via the internet, is that the samples tend to be more educated and from higher socioeconomic background because these individuals are more likely to have access and knowledge of the internet. Shimai and colleagues tested the applicability of a translated version of the VIA-IS to a sample in Japan. The researchers administered the VIA-IS to 308 young adults from Japan and 1,099 young adults from the U.S. The scientists translated the VIA-IS into Japanese and then back to English in order to be examined by the original creators of the VIA-IS. They confirmed that the Japanese version of the VIA-IS demonstrated face validity, test-retest reliability and internal consistency before administering it to young adults.[11] The researchers found that top-ranked strengths, in terms of prevalence, for young adults in Japan, were similar to those of young adults in the U.S. The prevalence of people who identified with each character strength was similar between the United States and Japan. Women in both countries were more likely than men to score highly on the strengths of kindness, love, gratitude, teamwork, and appreciation of beauty, whereas men in both countries were more likely than women to score highly on the strength of humor. The researchers looked for differences between the United States and Japan, to see if cultural differences between the two nations would affect the relationship between gender and strengths. Shimai and colleagues found that gender was more strongly related to strengths in the U.S. than in Japan. The researchers found that, for young adults in Japan, kindness was the strongest predictor of life satisfaction, followed by hope, zest, and love of learning. For young adults in the U.S., hope was the strongest predictor of life satisfaction, followed by zest, love of learning, and gratitude. The researchers found that, for young adults in Japan, the strongest predictor of life satisfaction was love of learning, followed by hope, zest, and kindness. For young adults in the U.S., love of learning was the strongest predictor of life satisfaction, followed by love, hope, and zest