



# **CHARACTER STRENGTHS INDEX**

By Strata Leadership

**Report Prepared For:**

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Congratulations on completing the Character Strengths Index (CSI), the world's most comprehensive measure of character. This report will provide you with feedback on each of the 36 qualities that play a key role in defining your character. The CSI is an instrument that provides you with a strength measurement to gain greater self-awareness and provides you with specific trait information to help aid your personal development.

### **CHARACTER DEFINED**

Character is a person's values put into action. You display your character in everyday behaviors. This includes your interaction with others, the decisions you make, and how you respond to everything that happens around you. The amount of trust placed in you by others and how comfortable they feel when interacting with you, is a result of their perception of your character.

### **USING THIS REPORT**

To begin the character development process, it is important that you first read the three major sections of this report. Take note of your five dominant character strengths in the *Top Rated Character Qualities* section. A bar graph depicts your strength rating.

The second section is the *Lowest Rated Character Qualities* section. This section lists the five character qualities that were rated lowest of the 36. Because these qualities may not be the most natural for you, they might be getting in the way of attaining your goals or enjoying healthy relationships with others. It is important to note that a quality that falls into this category doesn't necessarily mean it is a flaw or a weakness. It simply indicates that they are ranked last on your list of strengths.

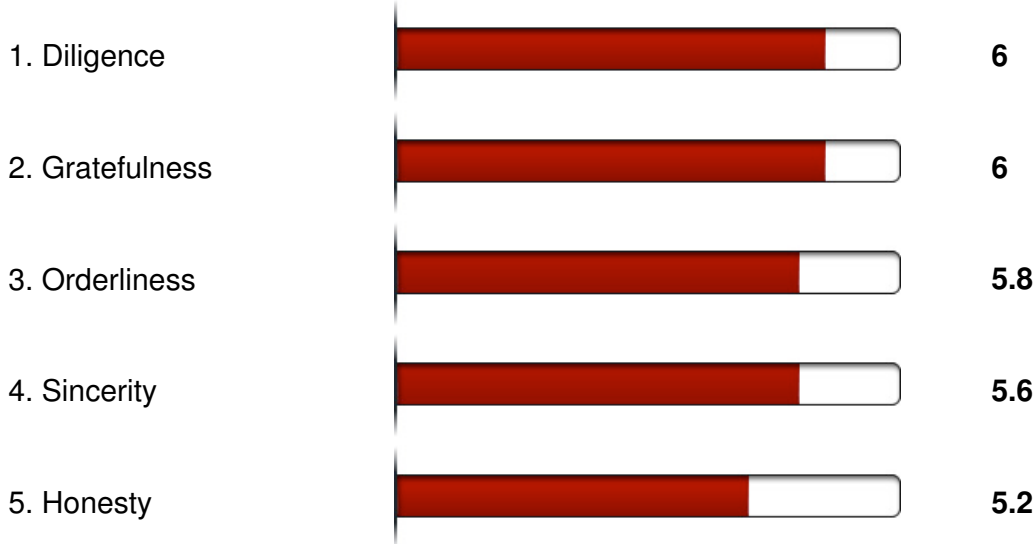
The *Index Overview* is the final section of the report and gives you the rating of all 36 qualities – providing more detailed information about how each quality was scored and how they compare with one another.

It is highly encouraged that, after reviewing your CSI scores, you not only address qualities that could be improved, but also focus effort on building your strengths. It is your strengths that have the greatest potential to differentiate you from the crowd, and can provide the most direct path toward achieving your goals.



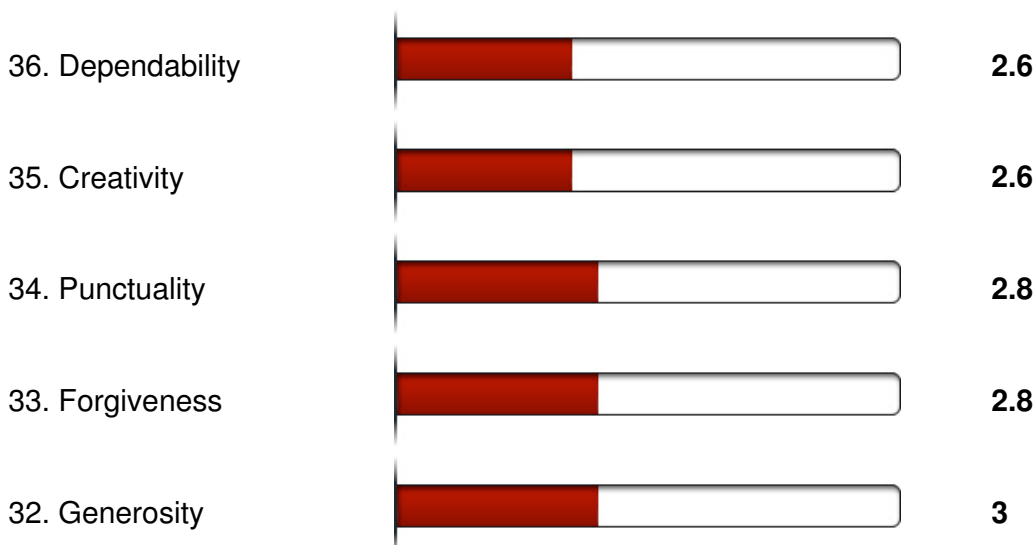
### TOP RATED CHARACTER QUALITIES

Of the 36 qualities analyzed in this report, these 5 are your greatest strengths. They not only represent what may seem the most natural to you, but also communicate to others what you value. These qualities have helped you maximize your potential, and will continue to be valuable assets in your journey to achieve your goals. Take note of these qualities and be intentional in leveraging them, not only for your own benefit, but also for the benefit of others.



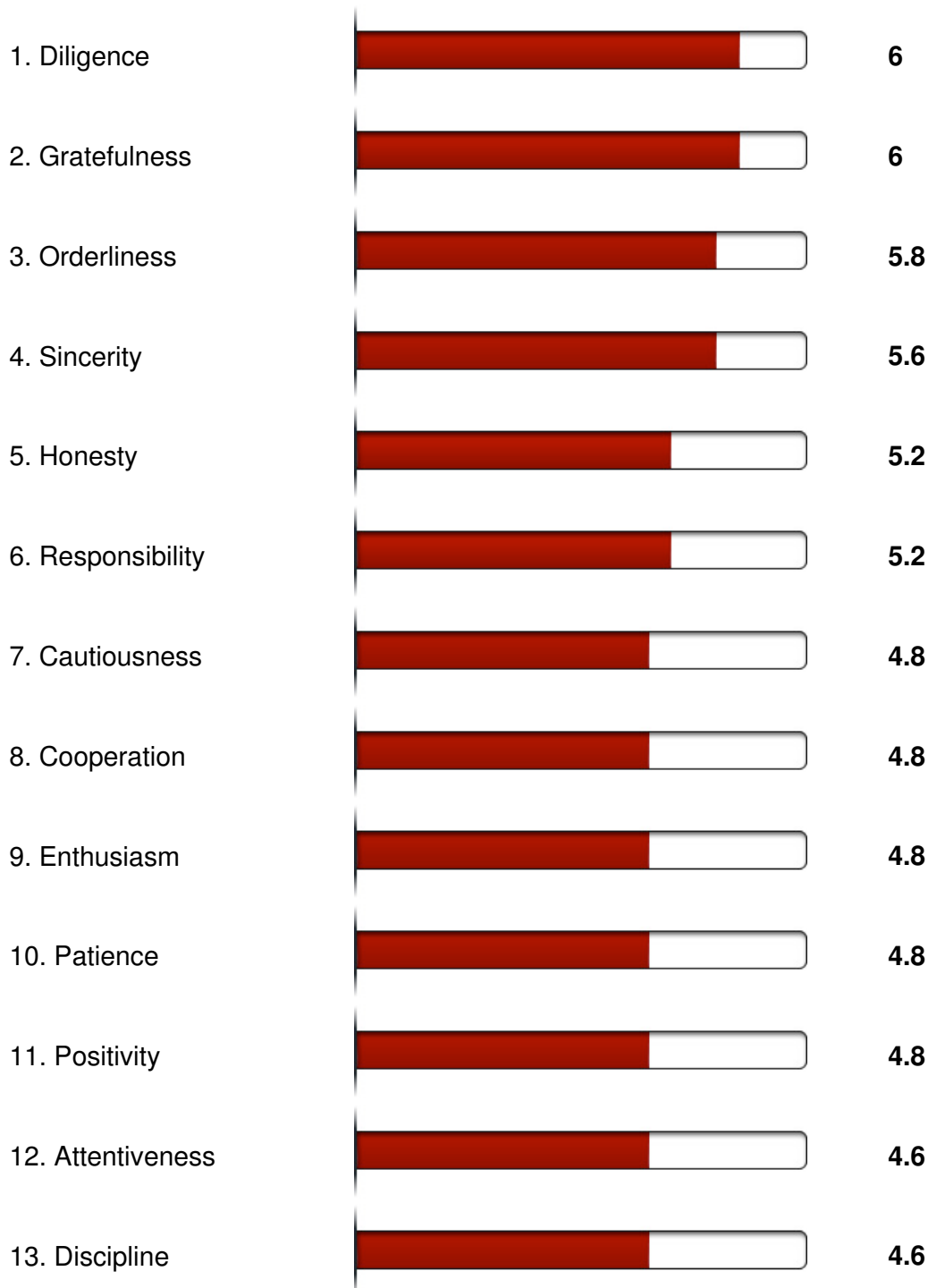
### LOWEST RATED CHARACTER QUALITIES

These 5 qualities were ranked the lowest on your list of 36. This low rank may be due to seldom needing to use some or all of these qualities in your daily routine at work or at home. Perhaps your job requires you to work very quickly at the expense of thoroughness, or to be very cautious and make decisions over time to avoid errors. Even though these qualities may not make a regular appearance in your life, they still may be very important for you to pay attention to in order to avoid frustration or potential issues with your relationships. Remediation might not be necessary, but you may want to monitor to make sure you are not hindered from reaching your goals and being the person you want to be. Begin to discover ways you can strengthen these areas in order to experience life at its fullest.



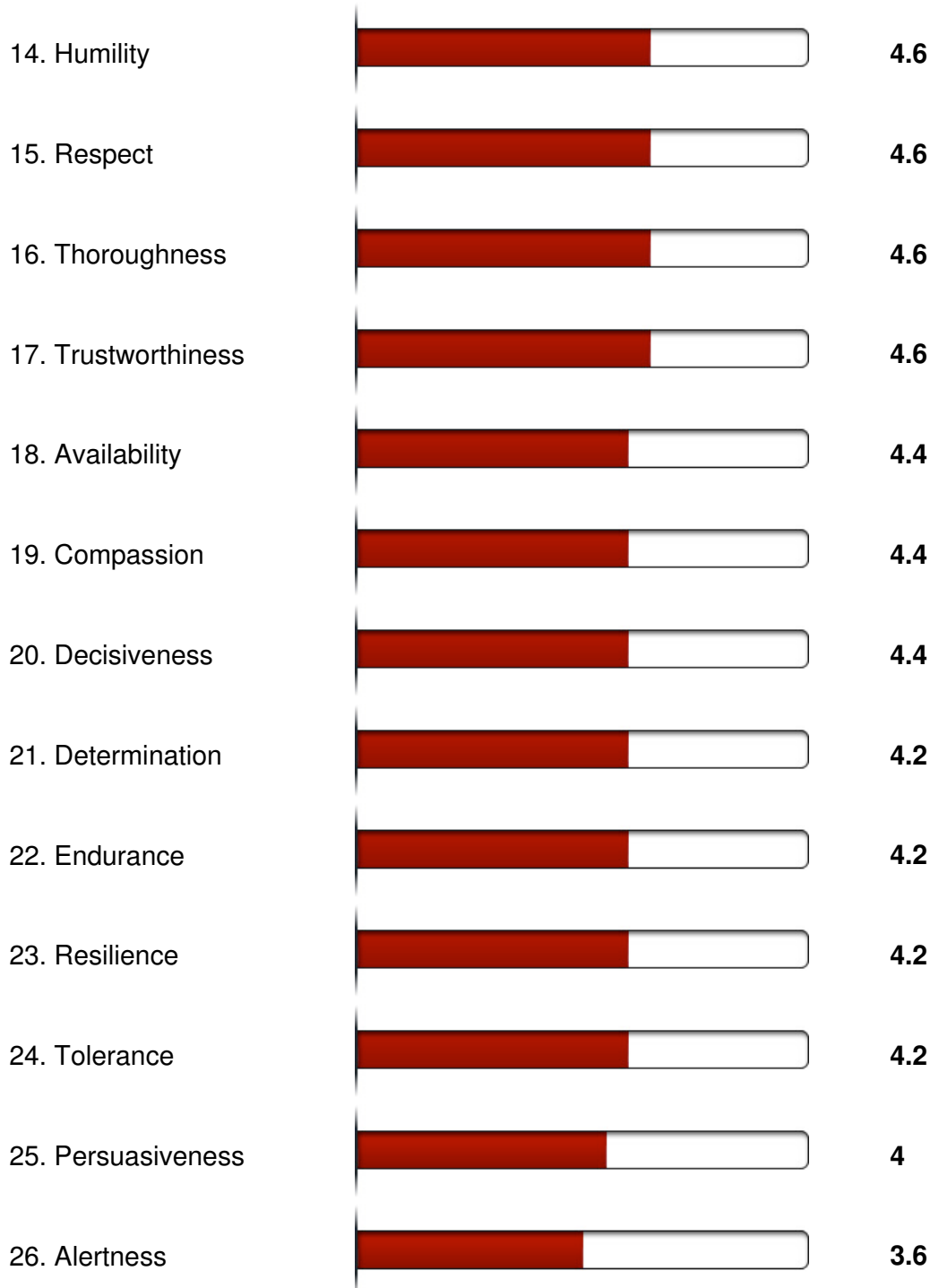


**INDEX OVERVIEW**



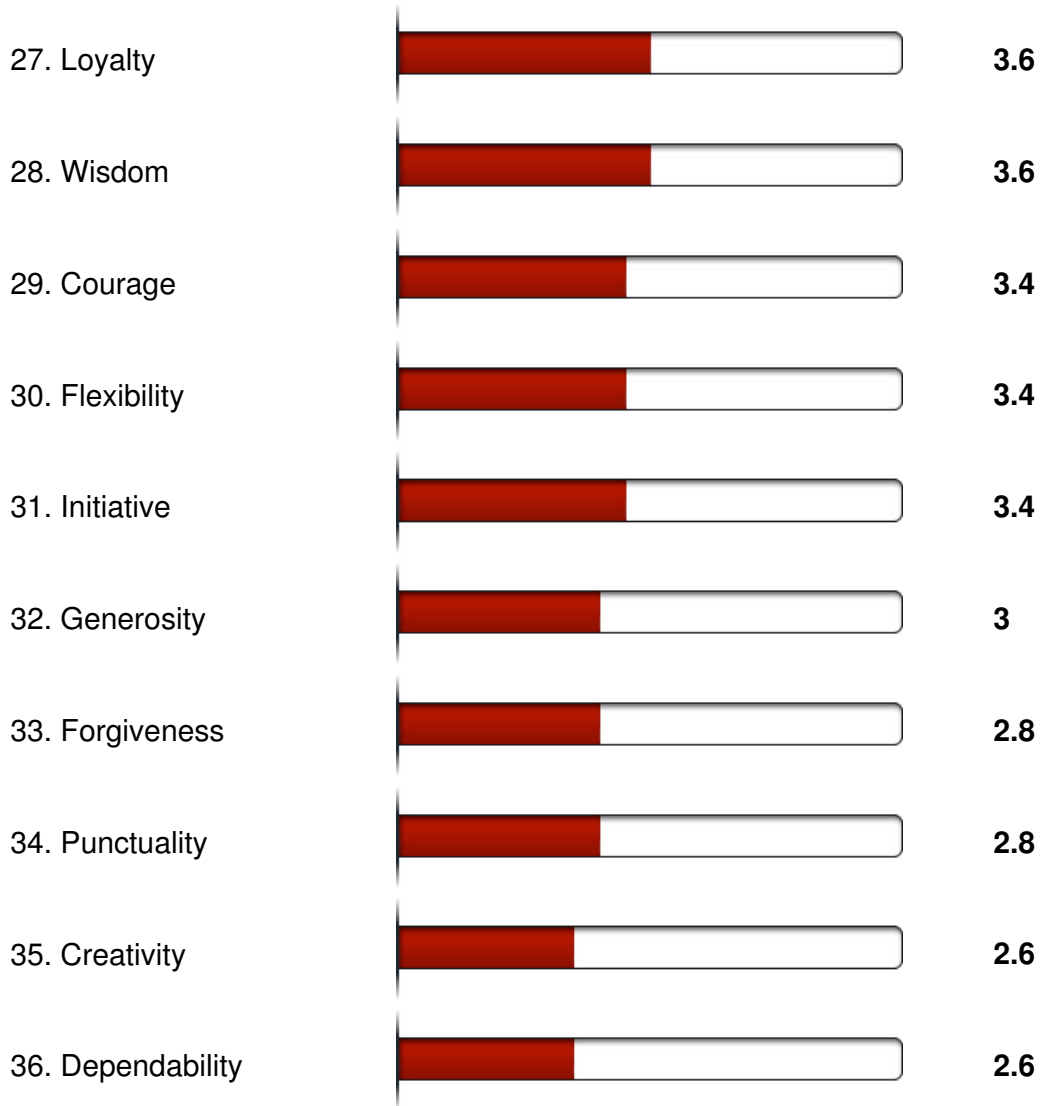


**INDEX OVERVIEW CONT.**





**INDEX OVERVIEW CONT.**





## BUILDING YOUR CHARACTER

Character development progresses by focusing on 3-5 character qualities and becoming more intentional about practicing new behaviors every day for several weeks. The process of strengthening character begins by adding specific behaviors to your everyday activities and interactions with others. Most people find it beneficial to choose from the qualities found in the list of Lowest Rated Character Qualities on page 4. Listed below you will find all 36 character qualities along with suggested “behavior practices.” You don’t have to practice every behavior and idea on the list, but implementing at least 2 for each quality you wish to build will help you establish new habits. Over time you will begin to notice the benefits of stronger character in all areas of your life.

**ALERTNESS** - Being aware of what is taking place around me so I can respond appropriately.

**Anticipate obstacles.** We must consciously develop alertness by understanding the goal, anticipating potential challenges, and determining beforehand how we will respond to those challenges.

**Connect signals with meaning.** Be constantly alert to distant signals of danger or opportunity - rather than strictly limiting your focus to immediate matters.

**Take action.** Acting on right priorities today will enhance our alertness to those priorities tomorrow. Failing to heed warnings can result in failure to hear warnings in the future. Instead of ignoring problems or procrastinating, we must take responsibility to develop a constructive response.

**Take time to analyze.** It is not enough to merely witness an event, opportunity, or trend; alertness requires us to see applications and comprehend their implications. Learn from life. This practice provides valuable insight into successes and failures that can help us respond to future situations.

**ATTENTIVENESS** - Concentrating on the person or task before me.

**Look and listen.** When you are listening to someone speak, keep your eyes from wandering. If your eyes wander, so will your mind.

**Avoid distractions.** Make listening a priority, and you will earn the right to be heard when you have something to say.

**Ask questions when unsure.** Asking questions not only enables us to express interest and a desire to learn, but it also helps us clarify and confirm information.

**Align your spine.** Proper posture enhances attentiveness and promotes optimum health for the body. Additionally, our body language “speaks” loudly to others about how much we value what they are saying or doing.



**AVAILABILITY** - Willingness to change my schedule and priorities to meet a need.

**Manage you time.** Manage your time and resources so that you will have the flexibility meet needs and explore opportunities.

**Find a way to help.** Commit to doing one act of kindness each day for a coworker, friend, or someone in need. Schedule time on your calendar to visit a friend or colleague who may need support or help.

**Communicate with others.** Let others know when you can help them. If you do not have time now, make time in the near future. Communicate when you plan to be away or unavailable.

**CAUTIOUSNESS** - Taking time to ensure the right decision is made or action is taken.

**Think before you act.** Educate yourself on the process, and keep looking for better ways of doing things. Mentally prepare yourself to intentionally move forward.

**Watch for danger.** Learn to recognize when conditions change or when you have not had sufficient time to think everything through. Take the initiative to consider all of the risks so that you can minimize or avoid potential pitfalls.

**Follow-up and follow-through.** Create intermediary goals for every project or task; and figure out the most efficient and appropriate way to accomplish them. Develop procedures and implement methods to help you reach project goals.

**COMPASSION** - Helping those in need.

**Stop to help.** Make it a priority to get to know coworkers, family members, and friends so that you can recognize when they have needs and respond appropriately. Organize your time and budget your finances to be able to help others.

**Listen carefully.** Listen carefully and ask clarifying questions so you understand. Identify genuine needs and help the person think through his or her situation and respond constructively.

**Get involved.** Identify how you might be able to respond and help in an appropriate way.





## **COOPERATION** - Understanding others so I can effectively work with them.

**Get full instructions.** Take responsibility to carefully listen when a team member or someone in authority is speaking to you. Rephrase or repeat instructions to make sure you understand what is expected. Not only will you get more complete information, but you will also increase efficiency and accuracy.

**Have a good attitude.** Complaining communicates disrespect for others, even if you work efficiently and follow instructions to the letter. When you find yourself thinking negatively, replace unspoken complaints with positive thoughts. Look for the best in every situation and seek to learn from mistakes. Give first-rate effort and take satisfaction in knowing you did your best, whether or not it was recognized.

**Go the extra mile.** Focus on goals and the purpose of your effort and don't become distracted by minute details. Decide to always make a lasting impact by surpassing expectations. . A wise person once said, "A good man goes one mile; a great man goes two; the hero forgets to count."

## **COURAGE** - Overcoming fear by saying and doing what is right.

**Know the truth.** Courage comes from having a clear definition of what is right and an accurate view of reality. Diligently examine the evidence to determine the truth.

**Stand for what is right.** Courage confronts wrong, even when it is not a popular thing to do. It is knowledge plus action.

**Support others.** It is important to speak on behalf of others who are right, even if you might disagree in other areas. It is easy to dismiss an issue as "someone else's problem."

**Speak with humility.** Humility builds bridges and arrogance separates. Realize that the truth matters more than personal opinions or agendas. Communicate with kindness, sharing the facts and giving others the space and time they need to come around.

## **CREATIVITY**- Approaching a need, a task, or an idea from a new perspective.

**Look for improvement.** Is there something that possibly isn't working as well as it could? Creativity begins by looking for ways to do things better, faster, or more efficiently.

**Try something new.** Once you find something that can be improved, don't be afraid to try a new solution. Study how other industries attack a similar problem and learn from their successes and mistakes. Don't be afraid to make a few mistakes of your own as it is all part of the discovery process.

**Get input.** Some of the best ideas on improvement come from trusted colleagues and mentors. Asking for input capitalizes on the knowledge and experience of everyone involved and communicates the value of team.



**DECISIVENESS** - Processing information and finalizing difficult decisions.

**Gather accurate information.** A good decision maker is an aggressive information collector. Master the information relevant to your world, and then add some knowledge from a broad spectrum of other disciplines.

**Make the right choice.** Evaluate each decision for alignment with personal values and project goals. The right decision is frequently confirmed by effectiveness, but measured by its foundation in character. Once you have accurate information and a clear perspective, make the right choice.

**Act with conviction.** Failure to invest the necessary time, effort, and resources can doom a project to failure, frustrate those trying to help, and undermine credibility. Finalize the best decision at the time with the information available and then make every effort to ensure success. If obstacles and challenges arise, reevaluate with input from others.

**DEPENDABILITY**- Fulfilling commitments even in the face of difficulty.

**Be careful what you promise.** When you value your commitments you make every effort to keep your word. Doing what you say you will do builds trust and facilitates teamwork.

**Clarify expectations by asking questions.** Ask questions in order to clarify expectations before you make a commitment. Know what is expected at work and at home and identify your responsibilities.

**Get it done.** Good intentions will not make you dependable. Think through the process; gather the information, supplies, and expertise needed; and get started. Take initiative to work through the difficulties you encounter along the way and finish the job.

**Communicate.** When it's impossible to meet a deadline or keep a promise, address the issue as soon as possible so that everyone can adjust and work together to find a solution.

**DETERMINATION**- Overcoming obstacles in order to reach my goal.

**Set goals.** Consider what will matter twenty or thirty years from now, discern what character qualities apply in each situation, and keep these values in mind so that you can set priorities and choose immediate objectives.

**Get moving.** Set priorities consistent with your larger purposes and goals, and take the next step in the right direction. Commit to taking the first step even when it's difficult. This will make next steps much easier.

**Deal With distractions.** Urgent needs, worthy causes, and well-meaning friends clamor for your attention. Prioritize tasks, learn to say "no" in order to honor your most important responsibilities, and refocus your efforts so that you can fulfill your obligations on time.

**Face challenges.** Every project has challenges. Be sure to face the challenge rather than trying to avoid it. Escaping or hiding does not make obstacles disappear. Sacrifices are choices you make in order to secure something more valuable.



**DILIGENCE** - Focusing my effort on the work at hand.

**Understand the job.** Clarify your methods, envision the finished product, and devise a strategy that anticipates any additional steps that might come up in the process. Continuously study your present job and the surrounding areas in order to find better methods.

**Get started.** Do not procrastinate. Be willing to make adjustments if your objectives change or your efforts lead you off track. Move forward and begin making progress toward your goals.

**Maintain quality.** Anything worth doing is worth doing to the best of your ability. Address the details no matter how routine or monotonous they might become. Do it right the first time. When you find a need for improvement, develop two or three specific ideas to work on. Avoid shortcuts, even if no one would ever know the difference.

**Evaluate your work.** Evaluate what you have done, and where you can improve. Keep track of the time a project takes. Look for new ideas. Notice where you tend to get discouraged, distracted, or lazy, and find ways to motivate yourself and apply steady attention.

**DISCIPLINE** - Choosing behaviors to help me reach my goals.

**Look beyond today.** Consider the long-term effects of every decision. Focus on something greater than your immediate wants, and do what is best in the long run. Set and pursue goals bigger than yourself and your immediate needs and desires.

**Guard your steps.** It is better to admit a weakness and take precautions than to deny reality and fail. Identify the people, places, and circumstances that might cause you to stumble, and establish boundaries to protect yourself. Identify your weaknesses.

**Seek accountability.** Each person needs other trustworthy individuals who have the courage to point out weaknesses and help him or her learn and grow. Carefully examine your relationships and avoid forming close associations with those who will encourage negative habits. Surround yourself with friends and colleagues who will reinforce your commitment to excellence.

**ENDURANCE** - The inner strength to withstand stress and do my best.

**Know the goal.** Take some time to create goals for work and life. Start with short-term goals (1-6 months). Next create long-term goals (6 months and beyond).

**Find support.** Consciously surround yourself with people of integrity. Look for people who have similar goals. Seek those who can give you constructive advice and emotional support.

**Renew your energy.** Recognize the physical, mental, and emotional energy required to do a job, and take time to meet those needs. Pushing yourself beyond your capacity reduces productivity today and your ability to function optimally tomorrow. Be sure to take a break when you need one, eat healthy food, and get adequate sleep.



## **ENTHUSIASM** - Expressing interest and excitement in what I do.

**Find your purpose.** It's hard to be enthusiastic without knowing your purpose. Once you understand your contribution to the overall goal, you will gain a much bigger perspective on your work. Knowing your purpose gives you emotional energy to deal with challenges, obstacles, or workload.

**Do your best.** Today's shortcuts become tomorrow's extra work. Focus your energy on each project, paying attention to each detail so that you can look back with satisfaction when you finish.

**Energize others.** Communicate the goals, underlying reasons, and critical details to others. Praise others' contributions, and look for progress – even in small areas. Enthusiasm can be contagious when one person or a few individuals take the initiative.

## **FLEXIBILITY** - Adjusting to change with a good attitude.

**Anticipate change.** Human nature tends to fear what it cannot control. If you mentally prepare yourself for the possibility of change, you will have a better chance to respond positively. Anticipate that change will occur, make plans, invest in relationships, and develop the character to respond constructively when change comes.

**Make adjustments.** When the unexpected or the inconvenient happens, take responsibility for your part. When circumstances or others cause delays, communicate with those affected.

**Recover and rebuild.** View change as an opportunity to learn and experience something new. Develop the knowledge and skills to make accurate adjustments, and overcome the “setbacks” that could derail your vision. Maintain a good attitude and willingly tackle new challenges.

## **FORGIVENESS** - Releasing feelings of resentment.

**Talk about it.** Many times, you can resolve problems by discussing them with the appropriate people. You demonstrate respect for others when you give them an opportunity to explain.

**Let go.** Forgiveness permanently abandons all personal claims against the offender. This does not minimize the reality of what happened, and it does not release the offender from responsibility. Rise above the offense and your initial feelings of hurt and vengeance.

**Move on.** Healthy mental habits and strong relationships depend on your ability to move beyond “victimhood.” Treat the person with respect as you seek to rebuild a trusting relationship.



## **GENEROSITY** - Managing resources to freely give.

**Notice opportunities.** Show generosity in the way you conduct ordinary business and in everyday relationships. Look for people who need help. Get to know people well enough to be able to better understand when they have a need.

**Discern the best solution.** Use wisdom to determine the best ways to help someone. Not everyone needs to be helped in the same manner.

**Give freely.** True generosity doesn't act with self-ambition. Act without an expectation of receiving something in return.

## **GRATEFULNESS** - Demonstrating appreciation to others for what I have and how they have helped me.

**Recognize benefits.** Learning to see the benefits in each experience allows you to develop a grateful perspective, even when experiences or relationships disappoint you. Look beyond your immediate situation, and recognize the benefits you have gained from past experience.

**Express your thanks.** Finding the right words and taking the time to express gratefulness is often difficult, but this process is vital for building solid relationships. Take the initiative to express genuine gratefulness.

**Benefit others.** Express your gratitude by finding ways to invest in others.

## **HONESTY** - Being truthful in what I say and do.

**Face the facts.** Diligently search for truths, facts, and take personal responsibility to adjust your views accordingly.

**Tell the truth.** Discipline yourself to secure accurate information, and take responsibility to say what needs to be said.

**Do not exaggerate.** Do not give a misleading impression by either neglecting or managing these details.

**Encourage honesty.** Demonstrate and encourage honesty within your sphere of influence. Honesty isn't just the opposite of lying. It is being truthful in all you say, making sure not to give misleading information, tell half-truths, or exaggerate facts.



**HUMILITY** - Recognizing the people and factors that have shaped my life.

**Get perspective.** Get in the habit of remembering those who invest in your life.

**Share the credit.** Develop an attitude of gratitude for others' contributions. Humility acknowledges those who provided opportunities, improved your talents, helped you recover from mistakes, made your life more enjoyable, or provided constructive criticism.

**Build teamwork.** Know your colleagues' strengths and encourage them to use and develop them.

**Seek advice.** Look for those who can give you good feedback and constructive criticism. Be open to listening so you can continue to grow and develop.

**INITIATIVE** - Recognizing and doing what needs to be done before I am asked to do it.

**Look around.** Develop the ability to recognize what needs to be done. Understand the responsibilities and personalities around you so that you can see needs and know how to respond.

**Think ahead.** Learn to recognize challenges before they become major problems. Think through projects and events. This process allows you to minimize difficulties and prepare to solve problems as they arise.

**Seize the moment.** Commit to being a person of action. Know what needs to be done and do it. Start building a reputation of being someone who gets things accomplished.

**LOYALTY** - Demonstrating commitment to others.

**Invest in people.** Take note of who you have committed to (spouse, friends, supervisor, company leaders, etc.). Determine how you can invest in these people to help them become more successful.

**Anticipate difficulties.** Challenges are a part of life. While we don't know the future, we still may be able to prepare. We do this by reviewing our past experiences, or even better, asking others how they handle challenges in their lives.

**Go the distance.** Resolve to stay the course and fulfill your commitments even when you face difficulty and have to work harder than anticipated.

**ORDERLINESS** - Organizing my thoughts and surroundings for greater achievement.

**Set standards.** Set aside time each week to review the week and prepare for the next. Develop habits of orderliness that you and your coworkers can use to accomplish goals efficiently.

**Get organized.** Go beyond the aesthetic considerations of neatness and thoughtfully organize each area so that everything is safe and ready to use. Think through the process and establish procedures.



**PATIENCE** - Taking the time necessary to work through a difficult situation.

**Keep your cool.** Be flexible when you encounter difficulties. Keep your goal in mind and deal with each roadblock as a matter of course. Angry outbursts never further your cause or remove the problem.

**Get perspective.** Whining focuses attention on the problem rather than the goal.

**Be productive.** When faced with unavoidable delays, find other productive activities or look for ways to improve procedures. Take time to reflect on how far you have already come.

**PERSUASIVENESS** - Effectively communicating with others so they can better understand.

**Set the scene.** Build relationships with people everyday. Good relationships give you the standing to raise serious issues and help you pick times and places when others can hear you.

**Present the evidence.** Gather the facts, even those that appear to contradict your position. Look for confirming research or statements. Do not repeat unconfirmed reports. Use sources your audience sees as credible. Make sure your conclusions adequately explain the evidence.

**Illustrate your point.** Share experiences, stories, analogies, and object lessons so that others can see how ideas influence their lives.

**Make application.** Understand how others see the problem so that you can speak to needs, help process new information, and explore the pros and cons. Winning an argument might feel satisfying, but the other person will only remember being beaten.

**Appeal to the conscience.** Be humble and recognize your fallibility. Remind others of what is right, and live a life consistent with the values you espouse.

**POSITIVITY** - Maintaining a good attitude, even when faced with difficulty.

**Be thankful.** Think about 3 things you are thankful for. Acknowledge how your life is better because of them.

**Write it down.** Journal about something good that happens. Writing gives you a chance to think, process, and clarify experiences and ideas. Focus on being thankful about experiences you had during the day.

**Think deeply.** Daily meditation and focused thinking is your opportunity to bring together the first two habits. Highly optimistic people take time each day to relax, reflect, and rejuvenate. Many find that meditation, prayer, or just taking time for focused thinking on the good aspects of life can help you be more positive.

**Exercise.** The better you take care of your body, the more healthy your brain will be. Brain function is important to feeling good and thinking positively.

**Be kind.** One of the best ways to feel good about yourself is to do something to help another person in need. Do at least one good deed for someone else every day.



**PUNCTUALITY** - Showing respect for others by doing the right thing at the right time.

**Begin early.** Do not put off until tomorrow what you could begin today. If possible, visit a location before an event so that you know how to get there and what to expect along the way. Allow time to compensate for one or two unexpected delays. Allow adequate preparation time to ensure you are mentally and physically prepared.

**Keep track of time.** Wear an accurate timepiece, and discretely check it. Set an alarm to remind yourself of important events.

**Respect others' time.** Remember that other people have schedules too. Arrive prepared to contribute and take notes. Answer e-mails within 24 hours even if it's letting people know that you will respond at a later date. Learn how to politely end a conversation, and make time to finish it later.

**Finish on time.** Keep an updated checklist of tasks and realistically estimate the time required for each one. Communicate with supervisors, making sure you accomplish organizational goals and avoid major last-minute changes.

**RESILIENCE** - Recovering from adversity.

**Embrace truth.** Your decisions will be as good as your understanding of the facts. Learn as much as you can in your field of activity. Research your ideas so that you can draw from a broad range of experience. Avoid the habit of guessing or assuming. Be open to new ideas, even if you must admit you were wrong.

**Stand strong.** To the best of your knowledge, base your decisions on what is true, then stand by that truth without compromise. Be willing to suffer short-term loss for long-term gain. Do not take criticism personally. Develop the humility to change when you are wrong and endure when you are right.

**Do not worry.** Many aspects of life lie beyond your immediate control. This uncertainty often leads to stress and worry. Instead of worrying about what you cannot control, focus on your area of responsibility. Do not waste time and energy worrying about results you cannot control. Remember, even failure can help you improve.

**RESPECT** - Treating others with honor and dignity.

**Honor others.** Honor looks beyond the surface and respects the essential dignity invested in each person, regardless of appearance or disposition.

**Respect authority.** Make sure your attitude reflects respect for the principle of authority and the importance of upholding order. Give due respect to your leaders, despite their imperfections.

**Heed the call.** Employees have particular duties to their employers, and employers have certain responsibilities for their employees. A person of honor understands these obligations and invests his or her best effort in each relationship and assignment. Instead of being satisfied with simply getting the job done, strive to accomplish the underlying goal.

**Value character.** A culture draws its values from what its people view as honorable. The standards that community members adopt will have a significant impact on the culture as a whole. Let your coworkers and family members know how you respect and admire the character qualities they exhibit.





## **RESPONSIBILITY** - Knowing and doing what is expected of me.

**Know what's expected.** Identify your roles, and determine how you should respond in daily situations. Accept the duties accompanying your position and relationships. Recognize how your job contributes to your organization's goals and fits into the organizational structure.

**Be accountable.** When a decision must be made within your jurisdiction, take responsibility to determine and implement the best course of action. Do not hide behind others or attempt to have them make decisions for you. Consult with those affected, and choose the best available option.

**Keep commitments.** Choose your commitments carefully. Know your limits so that you do not promise more than you can deliver. Do not commit to things you cannot fulfill. When you recognize you will not be able to meet a deadline, ask for help, additional time, or release.

**Don't make excuses.** Accept responsibility for your decisions and actions without making excuses or blaming others. If you make a mistake, evaluate your role in the failure. How could the mistake have been avoided? When the going gets tough, do not look for an easy way out. Finish the task.

## **SINCERITY** - Doing what is right with transparent motives.

**Say what you mean.** Individual words and actions can create inaccurate impressions. Packaging and promises can sell a product, but only genuine quality will prove the product's worth. Speak tactfully, but avoid the temptation to embellish the truth. Do not perpetuate misleading or false impressions.

**Mean what you say.** A sincere person's words, actions, and responses reveal consistent motives – especially in adverse circumstances. Do not let circumstances motivate you to communicate what you do not believe to be true.

**Walk the talk.** Nothing reveals insincerity as clearly as saying one thing and doing another. Your credibility depends on acting on your ideals. Be consistent, keep your word, and own up to your mistakes.

## **THOROUGHNESS** - Taking care of necessary details.

**Plan ahead.** A good plan will clarify the goal, set an appropriate time frame, and examine each step in the process. Plan your work so that you can prepare yourself and communicate with others.

**Standardize processes.** Document the processes involved in your job. These records can serve as benchmarks as you develop more efficient methods, and they can help you communicate more clearly.

**Pursue excellence.** Others might not see the shortcuts you take, but you will. Do not allow yourself to get by with "whatever works." Look for ways to improve. Hold yourself to a personal standard of excellence, and do your job right the first time.

**Finish strong.** As soon as you finish a task, take the opportunity to double-check the details and look for ways to improve. Critically examine your work, and immediately address mistakes, oversights, or any other issues.



**TOLERANCE** - Demonstrating respect for others who do not share my perspective.

**Look beyond appearances.** Tolerance requires you to look past surface issues and discover the motivations behind a person's behavior. Do not prejudge others based on appearances, economic status, education, popularity, skin color, or gender. Stay alert to indications of misunderstanding, and clarify your meaning as quickly as possible.

**Give room to grow.** Allow everyone the chance to develop skills and abilities, giving responsibility as appropriate. Challenge others, and allow them to rise to the occasion. Embrace mistakes as opportunities to improve.

**Examine yourself.** When you find yourself annoyed or angered, begin by examining yourself. Address that area in your life directly. Define exactly what is irritating you, and identify negative attitudes or habits in your life. Remember the times others were gracious to you, and follow their example.

**Respond appropriately.** When conflicts arise, approach those involved and address the relevant issues. Work out differences using the unchanging standard of good character. Do not allow irritations to ruin relationships.

**TRUSTWORTHINESS** - Gaining the confidence of others by demonstrating reliability.

**Be consistent.** Build a track record of quality work, on-time delivery of responsibilities, and truthful communication. Remember that trustworthiness is built over time, but can be lost in an instant.

**Urge others to do right.** Apply character principles in your life on a daily basis and encourage others to do the same. Don't accept or condone poor character behavior as it will be attributed to you as well.

**WISDOM** - Making practical application of what is learned.

**Seek understanding.** Wisdom involves observing the world around you, valuing standards of good character, recognizing error in your opinions, and having the humility to revise your thinking. Understand how people and things interact, and recognize how you can apply the principles of good character.

**Ask for advice.** Ask questions, and converse with others so that you can learn from their experiences. Get advice from those who demonstrate good character.

**Learn from the past.** Our experiences also alert us to areas we do not understand. Consider what ideas and methods contribute to the choices you and others make. Determine when you miscalculate, have too little information, or fail to measure up to the standards of good character.

**Apply what you learn.** When you really learn something, you replace old assumptions, conquer old habits, and apply the principles of good character to new situations. A wise person learns what is right and does it.



## CHARACTER STRENGTHS INDEX

POWERED BY STRATA LEADERSHIP

Strata Leadership, LLC is a full-service leadership development company dedicated to helping organizational leaders build cultures of character. We provide employee and leadership training, leadership academies, Character Core Magazine, manager/supervisor resources, executive coaching, and many other leadership and management consulting services to organizations around the world. We'd love to partner with you and your organization to grow exceptional people of character and create a higher quality of life for everyone.

If you have any questions or feedback, please contact Strata Leadership at 877-357-0001 or [service@StrataLeadership.com](mailto:service@StrataLeadership.com)