



MD HEALTH WORKSHOP 4

Your Strengths

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mdhealth
pilates - exercise phys - osteo - physio

reimagining
BUSINESS
PERFORMANCE + LEADERSHIP

PURPOSE

To get a better understanding of your natural strengths and view your development from the perspective of positive psychology. In doing so, you will gain more knowledge on where you overuse and underuse your strengths and power of partnerships.



AGENDA

- Your Top 5 Strengths
- Overuse and Underuse
- Reflections and Commitments

Reminders...   

THE VIA CHARACTER STRENGTHS



- A tool to help you know yourself better
- From “Positive Psychology” – amplify what’s working

“A strength is a pre-existing capacity for a particular way of behaving, thinking or feeling that is authentic and energising to the user, and enables optimal functioning, development and performance. Your strengths are the activities that consistently make you productive, energised and engaged”

– Martin Seligman

WHY IS THIS IMPORTANT?

Your character strengths are the qualities that come most naturally to you.

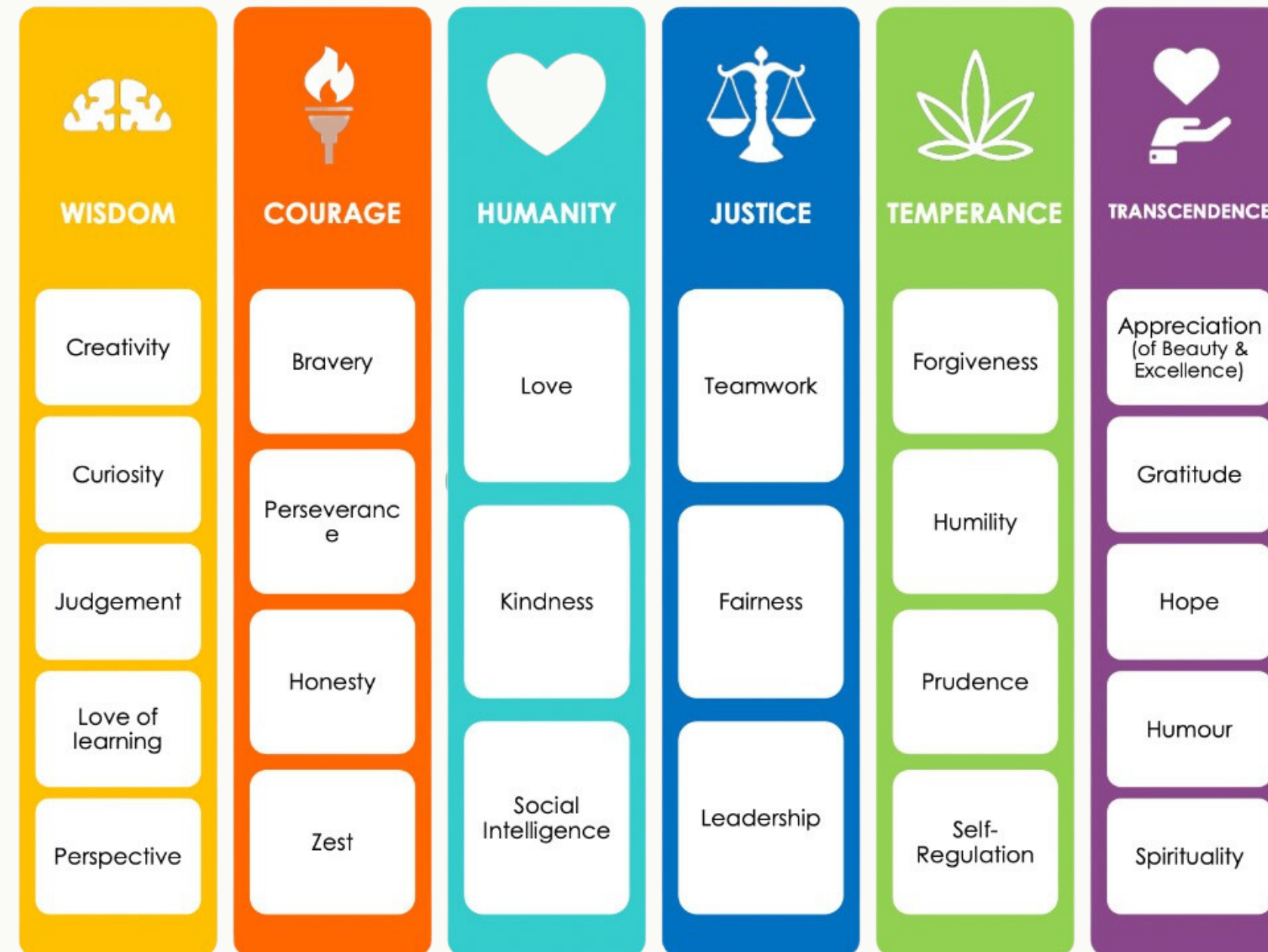
Every individual possesses all 24 of the VIA (virtues in action) character strengths in different degrees, which gives each of us a unique character strength profile.

When you know your strengths, you can improve your life and thrive.

Research reveals that people who use their strengths are 18x more likely to be flourishing than those who do not use their strengths.

STRENGTHS

There are 6 classes of virtues and within these sits the 24 character strengths.



COMMON QUESTIONS

- There is no 'perfect profile'
- There's no 'right' profile for success
- All 24 Strengths are accessible to every individual
- Your Strengths profile DOES change over time
- Your bottom strengths are not weaknesses - but they are possibly "under-used". More on this later.



DISCUSSION IN PAIRS

- What are your top 5 strengths?
- How do these strengths *feel* to you?
- What circumstances encourage your strengths?
- How do you use your strengths to solve problems?



OVER & UNDER USED STRENGTHS

- **Overuse** of a strength can come across as too intense or 'over the top'.
- **Underuse** of a strength can come across as disinterested, unengaged, or overly analytical.



OVER & UNDER USED STRENGTHS

STRENGTH	OVERUSE	UNDERUSE
Creativity	Overcomplicating or overthinking things. Eccentricity	Lack of imagination or originality. Conformity
Curiosity	Becoming distracted or nosy	Lack of interest or exploration. Disinterested
Love of learning	Overwhelming oneself with information	Resisting learning or intellectual growth
Bravery	Taking unnecessary risks or being reckless. Foolhardiness	Avoiding challenges or playing it too safe. Cowardice
Kindness	Being a pushover or overly accommodating	Being unkind or lacking empathy. Indifference
Social Intelligence	Manipulating others or being overly people-pleasing. Over analysis	Lacking social awareness or struggling with relationships. Cluelessness

OVER & UNDER USED STRENGTHS

STRENGTH	OVERUSE	UNDERUSE
Fairness	Being overly strict or demanding. Detachment	Being unjust or showing favouritism. Partisanship
Leadership	Being controlling or dictatorial. Despotism	Avoiding responsibility or lacking assertiveness. Compliance
Forgiveness	Being too forgiving or enabling. Permissive	Holding grudges or lacking forgiveness. Merciless
Humility	Being overly self-effacing or self-deprecating	Being arrogant or excessively self-centred. Baseless Self-esteem
Prudence	Being overly cautious or indecisive. Stuffiness	Acting impulsively or lacking foresight. Sensation seeking
Self-regulation	Being overly rigid or self-restricting. Inhibition	Being impulsive or lacking self-control. Self Indulgence

OVER & UNDER USED STRENGTHS

STRENGTH	OVERUSE	UNDERUSE
Appreciation of Beauty and Excellence	Becoming overly focused on appearances. Perfectionism	Ignoring or failing to appreciate beauty. Oblivion
Gratitude	Being excessively dependent on others' approval. Ingratiation	Being ungrateful or taking things for granted. Individualism
Hope	Being overly optimistic or unrealistic. Pollyannaism	Lacking hope or having a pessimistic outlook. Negativity
Humour	Being insensitive or offensive	Lacking humour or being overly serious
Spirituality	Becoming dogmatic or judgmental	Neglecting spiritual needs or lacking meaning
Love	Becoming overly dependent or possessive	Being distant or lacking emotional connection

OVER & UNDER USED STRENGTHS

STRENGTH	OVERUSE	UNDERUSE
Zest	Being hyperactive or impulsive	Lacking enthusiasm or energy. Sedentary
Judgement	Being overly critical or overly analytical	Making hasty or uninformed decisions
Honesty	Being brutally honest or lacking tact. Righteousness	Engaging in dishonesty or deception. Phoniness
Preseverance	Being overly stubborn or unwilling to give up	Giving up too easily or lacking resilience
Perspective	Over-analysing or getting stuck in details	Lack of perspective or inability to see the big picture. Shallowness
Teamwork	Being overly reliant on others or lacking autonomy. Dependent	Avoiding collaboration or struggling to work with others. Selfishness

DISCUSSION IN PAIRS

- How are you overusing your strengths?
- What strengths do you need to dial up?
- Considering the current environment, how can you use your strengths (including your underused strengths) to achieve your goals?



REFLECTIONS AND COMMITMENTS

- What's your biggest insight from today?
- What do you commit to going forward?





THANK YOU!

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