



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.

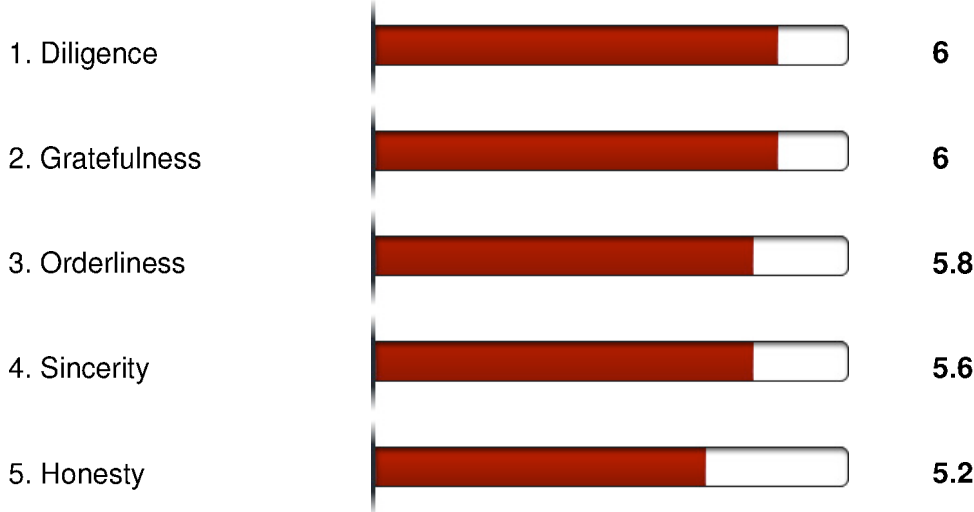
The *Index Overview* is the final section of the report and gives you the rating of all 36 qualities – providing more detailed information about how each quality was scored and how they compare with one another.

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.



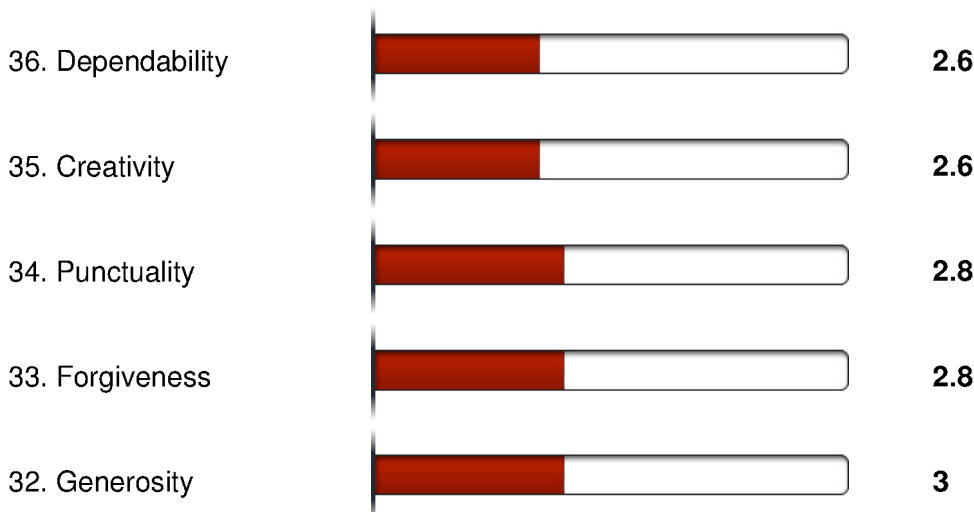
TOP RATED CHARACTER QUALITIES

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.



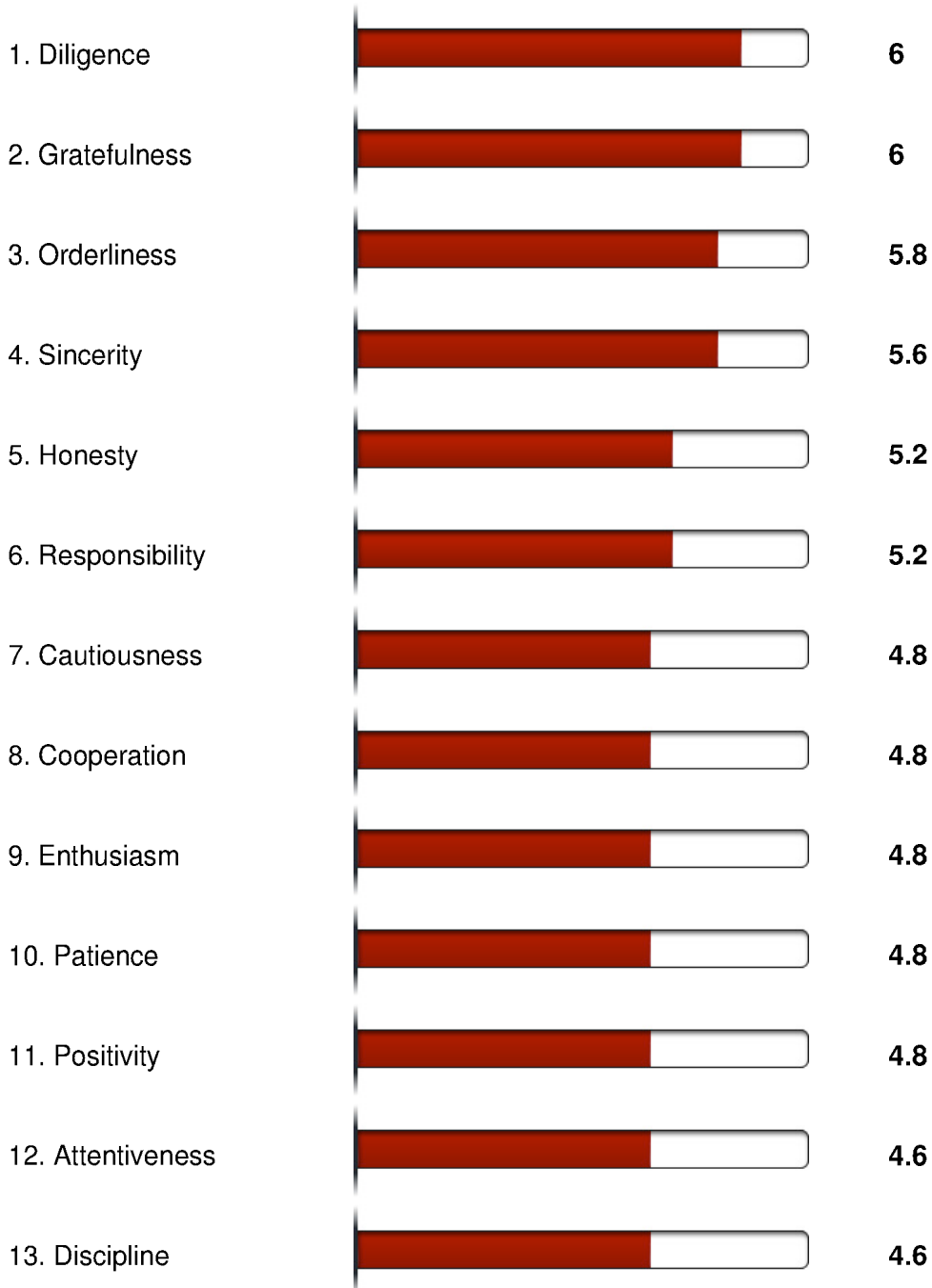
LOWEST RATED CHARACTER QUALITIES

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.



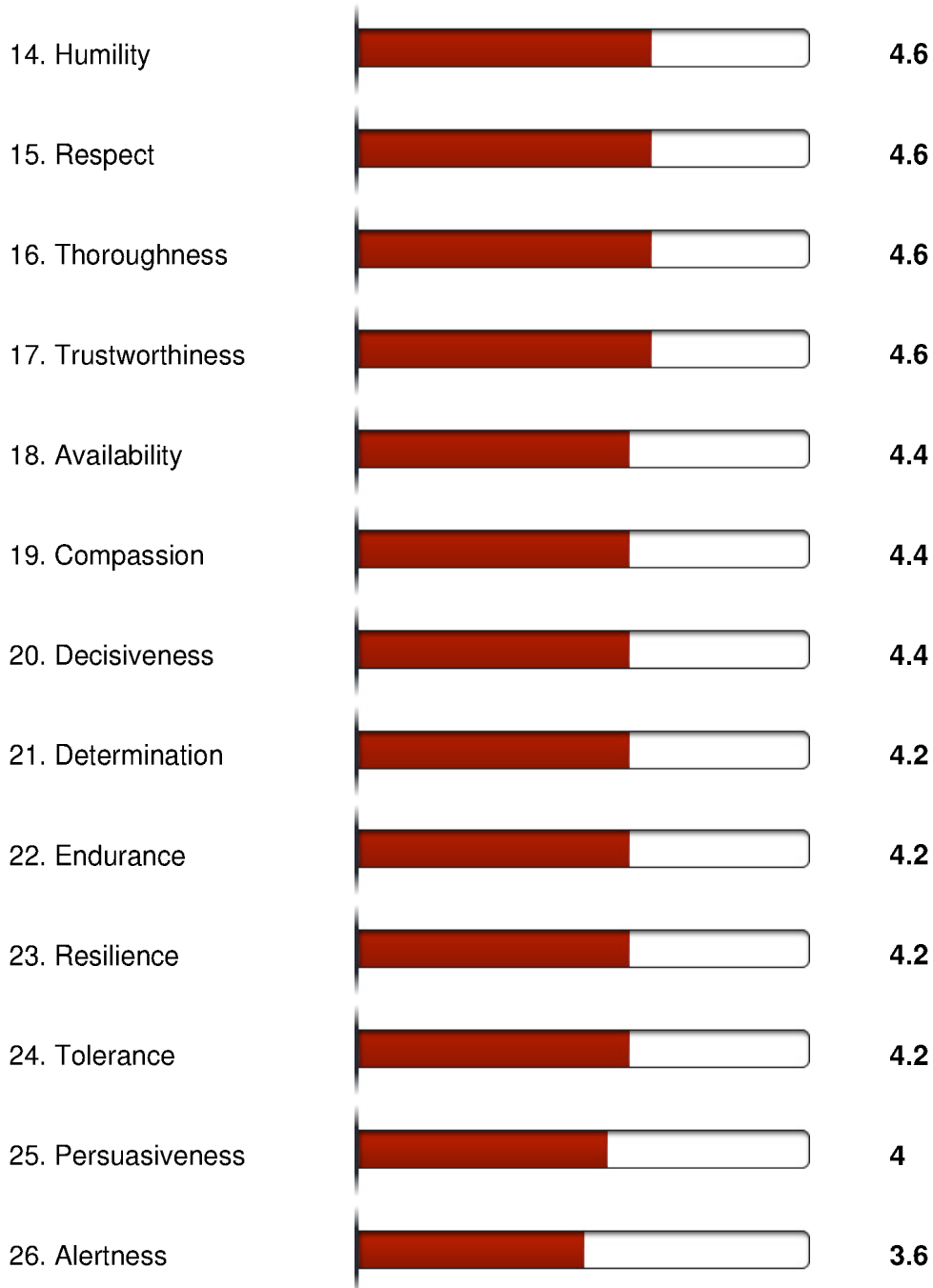


INDEX OVERVIEW



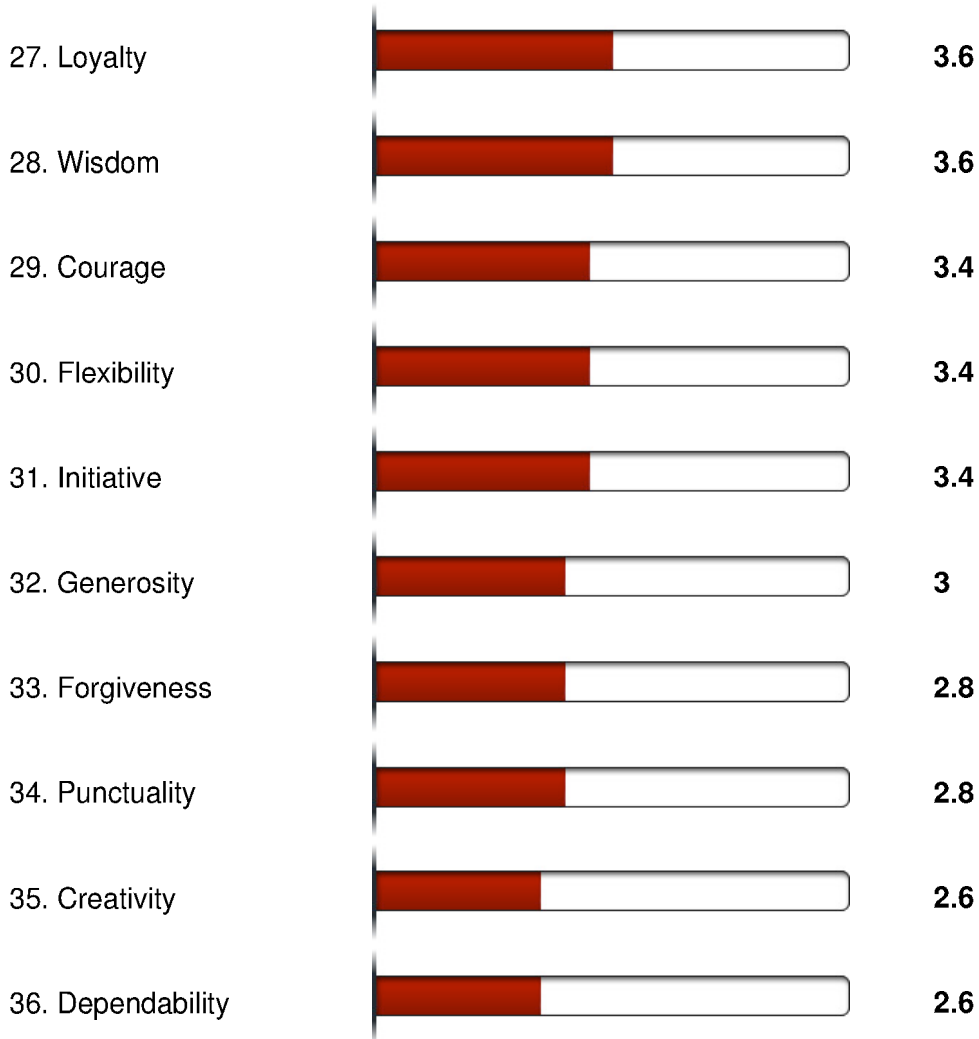


INDEX OVERVIEW CONT.





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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 your 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 makes 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.