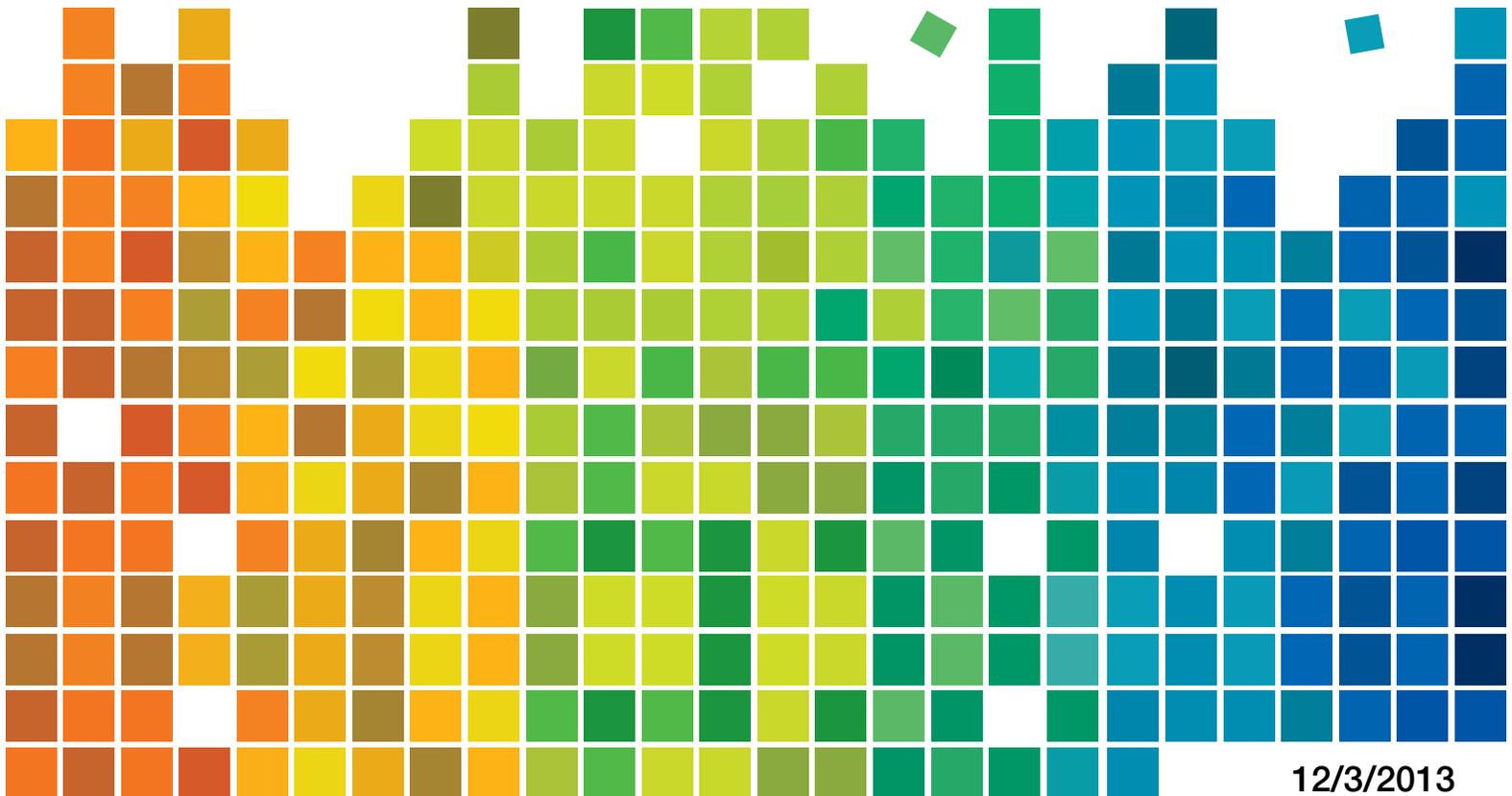
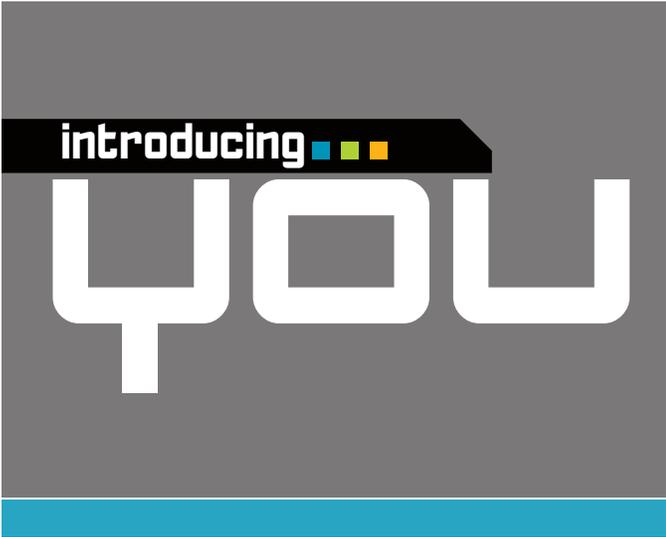




you:
decoded

Me! Report for John Smith





Congratulations!

You've gone to great effort to complete the VIA-Survey (not so tough, was it?) which shows that you're obviously interested in uncovering who you really are. AND NOW...(drumroll, please)...the data is in! Literally, right here, inside the VIA Me Decoder Report! This is your guide to helping you find and understand "you" via your character strengths.

So, what are they, and what's to gain from understanding them? Think of character strengths as personality muscles in that some are stronger and more developed, while others are...not so much. Knowing your strengths and limitations helps you focus on making the best of who you are—to truly do what you can do best, while improving in other areas.

Only by being aware of these different personality "muscles" and how they work individually and with each other can you develop into a stronger "you". Knowing how and when to flex these strengths—that's also important. Because when you understand this better, you'll be in better contact with yourself and others.

This report will then help you recognize and exert your strengths in different ways, to move you closer to being the happiest, best "you" possible. It's time to shift focus far away from what's wrong to what's strong.

Why follow a strengths-based approach?

Knowing your strengths may help you:

- Be happier
- Have better relationships
- Improve your health
- Boost performance at school (and work)
- Accomplish goals

Flex-flex...win-win!

A strength-based approach is...

- Honest—viewing yourself for who you are, not the way others want you to be
- Positive—helping you remember to focus on what is good and strong in you, rather than your problems and weaknesses
- Empowering—offering you a boost of encouragement, whenever you need it
- Energizing—giving you the fuel you need to keep you on top of your game
- Connective—helping you build healthy relationships with friends, family and other important people in your life

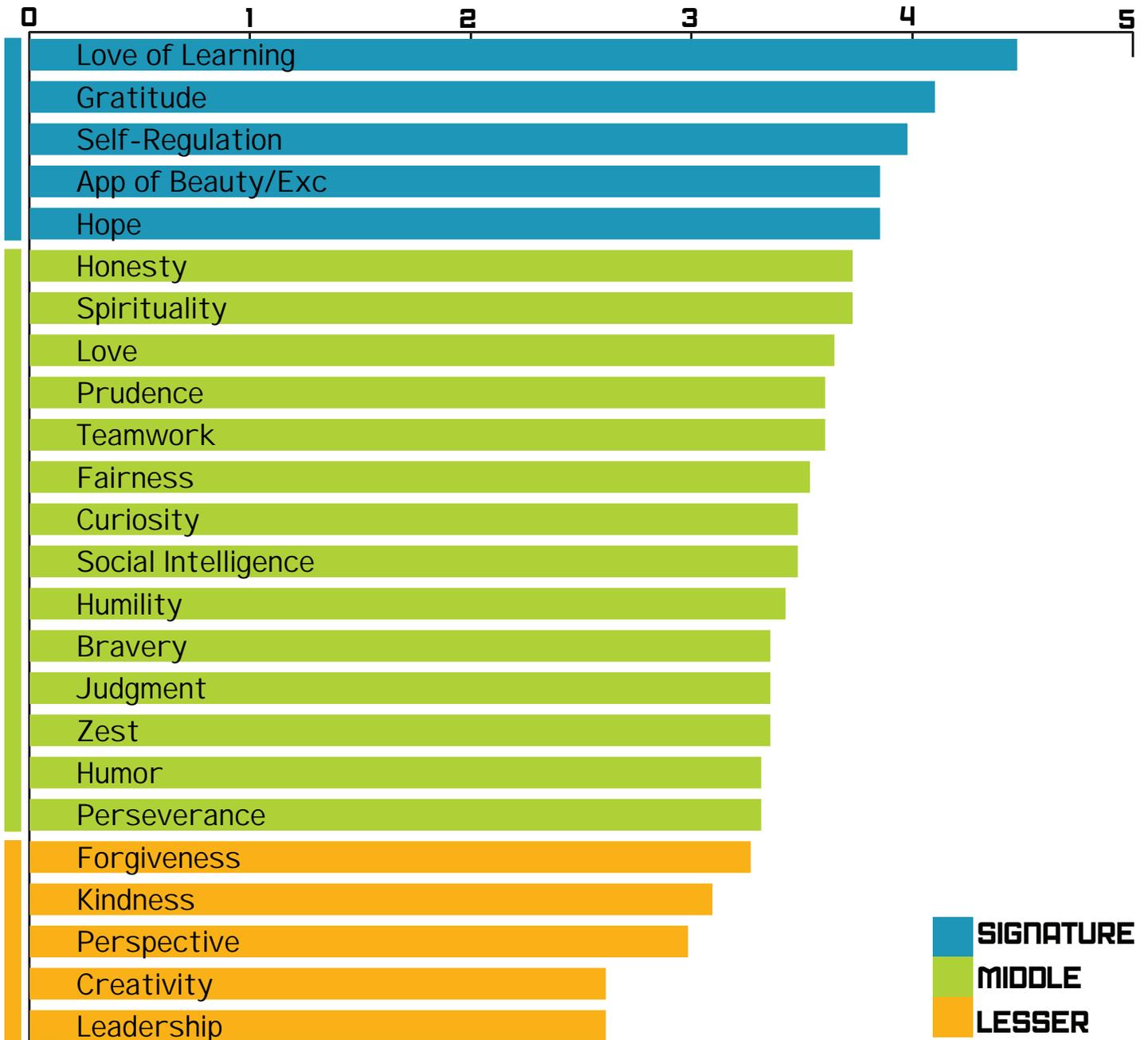
As we move through this report, you will discover that you have the potential to put all 24 character strengths into action—with some coming more naturally to you than others. These are divided into Signature, Middle and Lesser strengths. We're going to look at all 24, bringing them and you to life as much as possible.

Feeling pumped? GOOD! The mission to be a better, stronger YOU began with your survey—and continues inside...

John Smith Character Strengths Profile

YOU in 24 strengths. No less.

Check YOU out—evidently some strong stuff!



YOUR SIGNATURE STRENGTHS

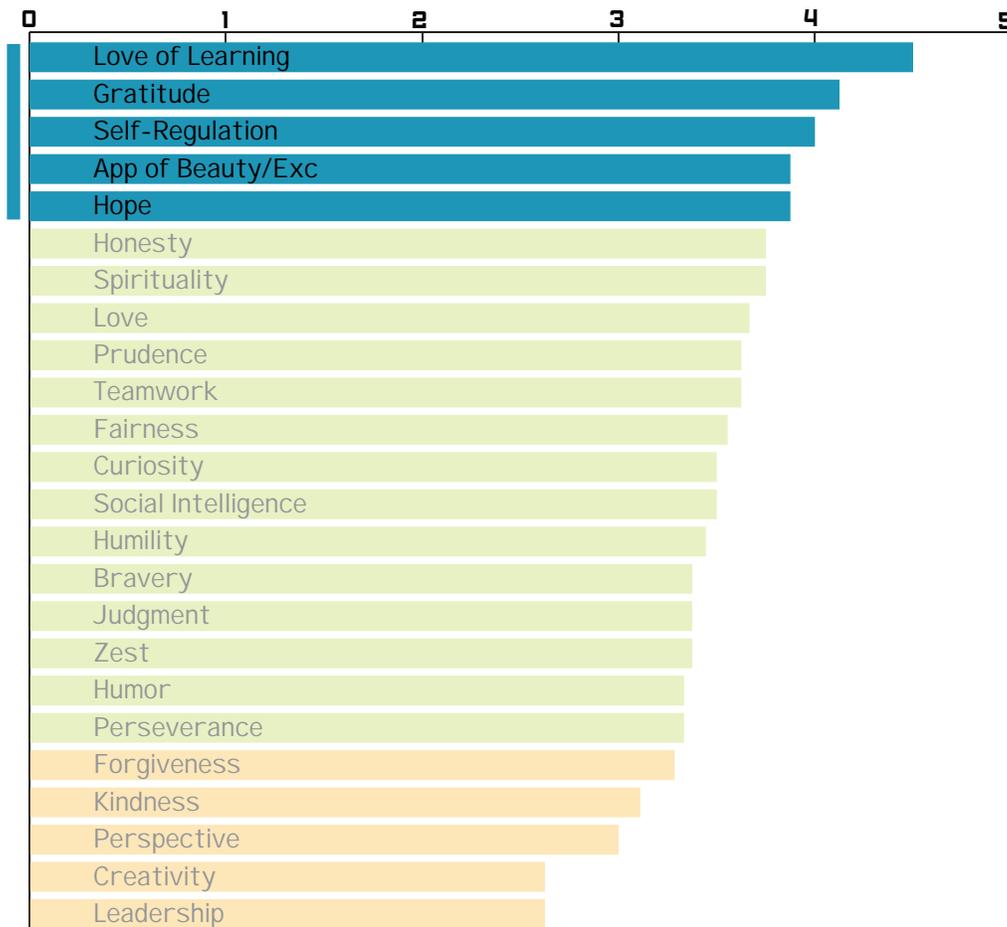
your SIGNATURE STRENGTHS

CODE BLUE

what they are:
The Best YOU

This is where we dive deeper into what your strengths say about you, beginning with the first of the three main groups, the Signature Strengths. These strengths more or less paint the positive portrait of you when you're at your best. Not only are these the strongest, but they also come fairly naturally—THIS IS YOU when you're most easily interacting with and being your best self around others. Your family and friends would probably agree.

So, taking a firm grasp of this list is the first step in making the most of who you are; knowing HOW to use and express these strengths is the second step.



REFLECT
As you explore and work these strengths, review and reflect on how you flex them everyday and how they play a role in who you are.

SIGNATURE
MIDDLE
LESSER

ARE YOU READY? You've come this far with the survey—again, nicely done. Things can only get bigger and better for you as you become stronger and smarter in exercising all of your strengths, beginning with the Signature ones...



What it means

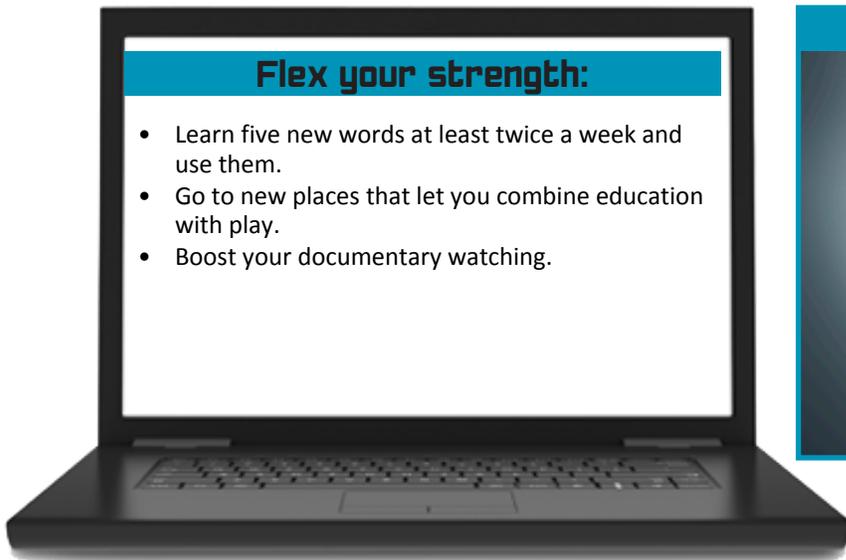
You love love love to learn—one of your higher strengths, one that becomes intense when you are mastering new skills and topics. When you are learning, curiosity and interest in any subject increase, taking you deeper into new topics as well as old; you're not satisfied understanding less. It makes you feel good! You might even acknowledge that you're a "learner" with a genuine interest in reading, going to museums/ libraries and taking classes and programs.

When you are learning something new, it's like a door flying open; time flies by and you don't want to stop exercising your mind. Love of learning can help you connect to others by being able to communicate on numerous subjects. Just take care not to come across as a know-it-all. But you probably knew that already!

Why it matters

Since learning is more fun for you than others, you like it whether or not this new knowledge is useful. This strength will make you feel more competent and help you be a better student, conversationalist and problem solver. Naturally.

You are also likely to conquer new challenges more than others when facing a new setback or obstacle; you create strategies when into new subjects and turn to these when problems come up.



Flex your strength:

- Learn five new words at least twice a week and use them.
- Go to new places that let you combine education with play.
- Boost your documentary watching.

Others see you as...

- Knowledgeable
- Well-educated
- Interested
- Experienced
- Curious
- Easy to talk with



Watch:

Finding Forrester (2000)



Look:

Matila Wormwood, "Matilda"



Listen:

"Lessons Learned", Carrie Underwood

2

GRATITUDE

What it means

You not only express thankfulness right away to people when you receive a gift or an act of kindness, but you are grateful in general...for life, relationships and your well-being. You count your blessings regularly and reflect on how you have lived or are living a really good life. This comes across in your feelings and your words.

Gratitude is a strength that connects you to the larger concept of the world and even spirituality. The experience of grace—the sense that you have benefited from the actions of another—is connected in this way.

Gratitude is a strength that has been associated with many benefits, including happiness, physical and mental health, stronger bonds/friendship and less depression. Your gratitude may be a big driver of the positive emotions you experience and probably opens the door to your use of other character strengths, such as kindness, curiosity, humility and forgiveness.

Why it matters

There are very broad benefits to this strength: improved relationships, mental and physical health, goal achievement and general optimism. Grateful people have better exercise habits, positive moods, good sleep patterns, less depression, bond well and are more likely to help others. You may even have noticed religious or spiritual benefits as well, such as a sense of feeling interconnected with life, a general sense of responsibility toward others and less of an emphasis on material goods.

Flex your strength:

- Every day, select one small yet important thing that you take for granted and work on being mindful of it.
- Express thanks without just saying “thanks” and be more descriptive and specific (“I appreciate your prudent advice”).
- Set aside at least ten minutes every day to savor something—make no conscious decisions during this time.

Others see you as...

- Empathic
- Grateful
- Appreciative
- Generous
- Considerate
- Humble
- Pleasant



Watch:

Pay It Forward (2000)



Look:

Mitch Albom, “Tuesdays with Morrie”



Listen:

“Gift of a Friend”, Demi Lavato

YOUR SIGNATURE STRENGTHS

3

SELF REGULATION

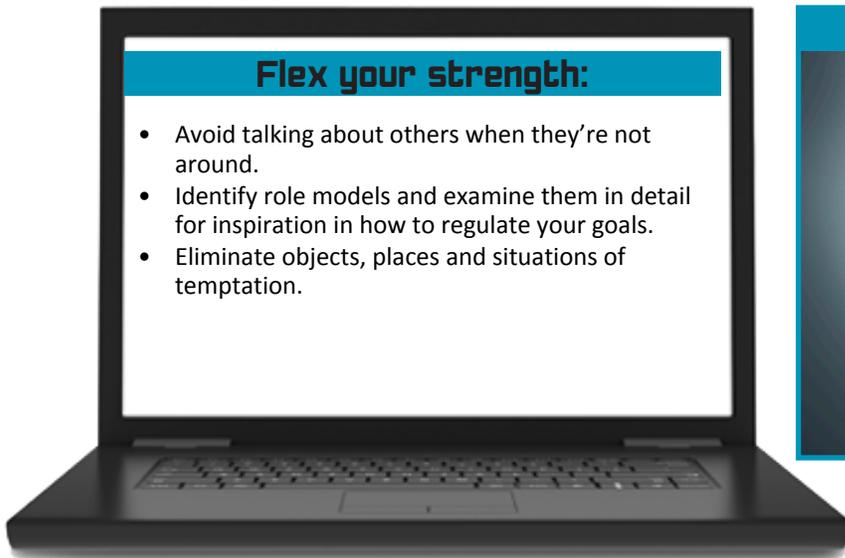
What it means

You are a disciplined person, able to control your impulses, desires and emotions as needed. When “enough is enough”, you know it, and you’re able to keep up with the healthy habits of living. This means managing the upsetting emotions like anger and keeping yourself from being overwhelmed by and acting on pure desire. Also referred to as self-control, self-regulation helps you keep a sense of balance, order and progress in your life.

Why it matters

Self-regulation is connected with achieving goals and being successful in many of your endeavors, including school, sports and work. It’s also linked to better personal adjustment, so you have fewer physical and psychological issues and a greater sense of self-acceptance and self-esteem.

You are able to adjust your behavior to get along with others, helping you establish happy and healthy relationships. Another important benefit of self-control is that it can keep you from being bogged down in petty or unhealthy activities, even addictions.



Others see you as...

- Disciplined
- Focused
- Responsible
- Dependable
- Well ordered



Watch:

Twilight (2008)

Look:

Edward Cullen, "Twilight"

Listen:

“Settle Down”, Kimbra

4

APP OF BEAUTY/EXC

What it means

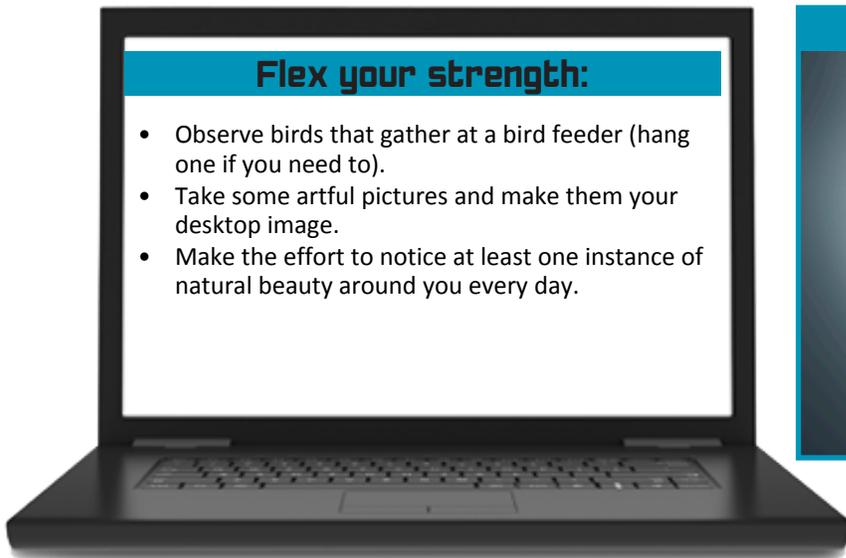
You routinely see beauty all around you. You probably are in awe of excellent performances more than most and can also find beauty in the little things that others take for granted. As a lover of art, literature and science, you also appreciate them for their social contribution as well. You're frequently swept up in what is going on around you as you walk around, read, or watch TV or movies. (Watch your step!)

This appreciation of beauty and excellence is a strength that takes you to another level of yourself: when observing beautiful acts of kindness, bravery and fairness, you likely feel uplifted, with a desire to emulate that behavior and be a better person.

Why it matters

This strength helps you build relationships by allowing you to be grateful, empathic and just. You might gain a spiritual connection with this strength from the sense of awe and elation experienced in the presence of great beauty or excellence.

Some research has shown that this strength connects with life satisfaction and mental health: you are more aware of and accepting of the present moment, leading to periods of calm, peace and acceptance in both good times and bad.



Others see you as...

- Artsy
- Aesthetic
- Visual
- A nature lover
- Emotional
- Appreciative

Watch:

Midnight in Paris (2011)

Look:

Holden Caulfield, "Catcher in the Rye"

Listen:

"Beautiful Day", U2

YOUR SIGNATURE STRENGTHS

S

HOPE

What it means

One of your higher strengths and closely related to optimism, you believe that there are good things in store, and you regularly look on the bright side of life. You see and appreciate positives, often when others focus on negatives. You believe you can accomplish the goals you set and are able to look bravely beyond obstacles to reach them.

At your best, hope is expressed as realistic optimism rather than as unrealistic—you see the bigger picture, not just what you want to see. Relationships are easier because you're healthier, happier and more resilient; hope is a powerful strength that pays off for you in many ways.

Why it matters

Hope has very wide-ranging and major benefits: you tend to be healthier, happier, more successful and resilient, tending to establish positive and healthy relationships.

Flex your strength:

- Read up on people who have succeeded despite difficulties and setbacks.
- Document your past three accomplishments for inspiration in the future.
- Schedule at least fifteen minutes twice a week for creating optimistic ideas and make an action plan for their realization—make your friends partners in your endeavors.

Others see you as...

- Positive
- Future-minded
- Optimistic
- Supportive
- Encouraging
- Goal-oriented



Watch:

Castaway (1999)



Look:

Katniss Everdeen, "The Hunger Games"



Listen:

"It's a New Day", Will.I.Am

YOUR MIDDLE STRENGTHS

YOUR MIDDLE STRENGTHS

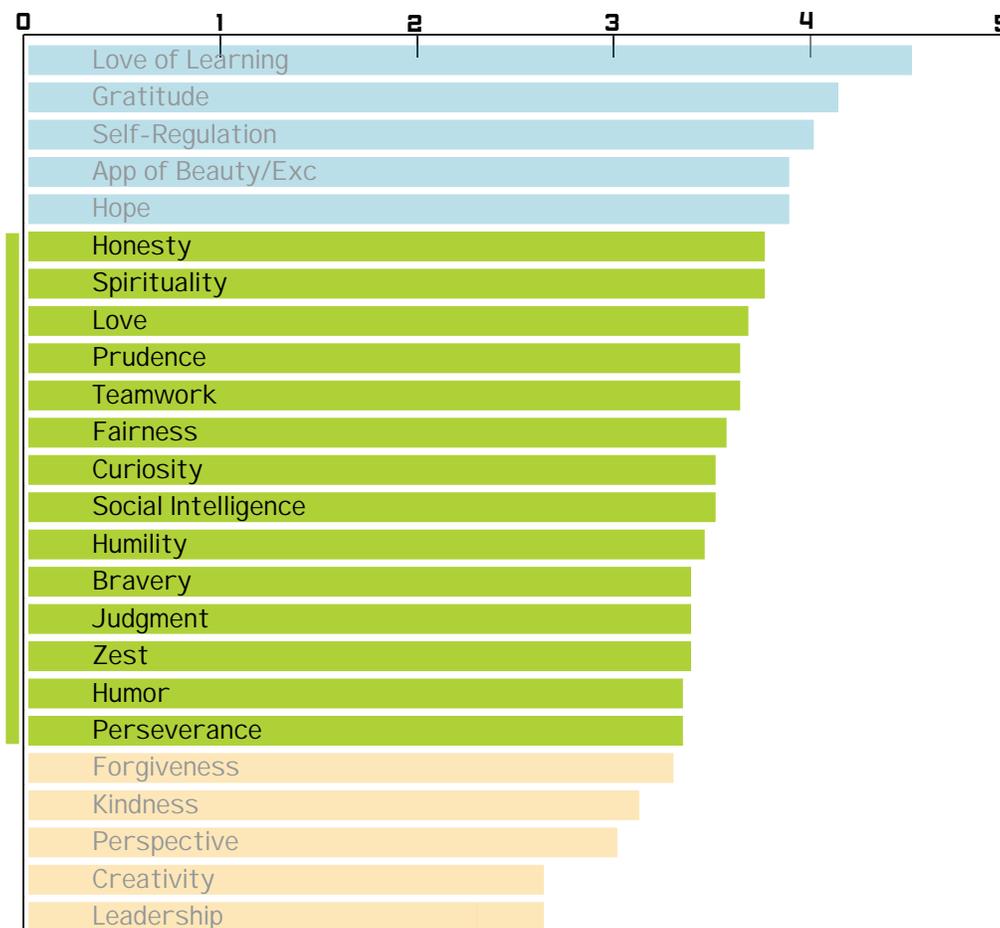
CODE GREEN

what they are:
your major support team

The second of your three strengths groups, the Middle Strengths, differ primarily from the Signatures in that you'll typically use them in one aspect of life or another, not universally; for example, they'll come into play at school, on a team/in a group, or at work, but not necessarily in all scenarios. Sometimes these are situational strengths that you call up as needed on a more secondary role.

Though not as easy to use as Signature Strengths, Middle Strengths provide support and balance to you AS WELL AS to your Signature Strengths. Let's say that your Signature Strength of love of learning has you all wrapped up in a project—you may need to exert your Middle Strength of fairness to stay focused on the world around you and not alienate yourself from others.

So...being squarely in the middle is actually a good thing—middle strengths can really help you. Plus, you can boost them. The next few pages will list out and describe how these strengths might provide balance in your life.



REFLECT

As you explore your middle strengths, reflect on whether one or two of these strengths belong in your top strengths. Do you view one of these middle strengths as essential and core to who you are as a person?

SIGNATURE
MIDDLE
LESSER

6

HONESTY

You tend to present yourself... well, as who you are! Genuine and sincere in most situations, your friends and family probably describe you as “the real deal”, in that what you see is what you get. By being truthful and keeping your word, you really do mean what you say and say what you mean. (Know what we mean?)

FLEX YOUR STRENGTH

Pick out people through your day who exemplify “honesty”, and even those who don’t. Reflect on how are they perceived by others?

Recall a situation when you’ve bent words to evade the truth but not lie—why did you do that?

7

SPIRITUALITY

You may have beliefs about the meaning and purpose of life that provide comfort to you. Often, you practice your beliefs via meditation, prayer, communing with nature, or attending religious services. You might view yourself as a spiritual person, a religious person, or both.

FLEX YOUR STRENGTH

Find a time/place/activity that connects you to your purpose in life...or makes you inquire of your reason for being.

In the morning and throughout the day, find your calm center.

8

LOVE

You are close to others, caring deeply and expressing warmth and compassion for those who matter most. And, there are people in your life who also care deeply about YOUR feelings and well-being. At times, you are able to put someone else’s needs above your own, and you take pleasure in that.

FLEX YOUR STRENGTH

Compare the different ways you love the different people in your life.

Take the time to focus on someone you love and discover nuances and aspects that you might have never noticed before?

9

PRUDENCE

You typically think through to the outcomes of your actions, trying not to say or do things that you might regret later. By thinking before you speak, looking before you leap, etc., you know the difference between what is appropriate and what’s not. AND you’ve probably been told that you play it safe rather than sorry.

FLEX YOUR STRENGTH

For a whole day, try to wait four seconds before answering every question.

Some things are worth the risk: in the past year, what risks have you taken that have paid off?

10

TEAMWORK

Working in a group rather than alone is when you're at the top of your game, being actively supportive and respectful of your leaders. Teamwork is related to citizenship, loyalty and social responsibility, so you most likely prefer the synergy found in a group or community.

FLEX YOUR STRENGTH

Ummm... join a TEAM at school or in the neighborhood.

Get a group discussion going and try to achieve consensus on any conflicting issues that might arise.

11

FAIRNESS

Most times, it's important to you that people get a fair chance, with even and just treatment. Helpfully, you often excel at seeing different perspectives in conflicts and moral dilemmas.

FLEX YOUR STRENGTH

The next time you make a mistake, come forward and admit it.

Encourage equal participation of everyone during the next chat, or, make those who might feel left out feel especially included.

12

CURIOSITY

"Explorer" is often your title, as you like to discover new places, people and situations. You're open to fresh experiences and ideas more than most, given to wondering and wandering towards the new and different.

FLEX YOUR STRENGTH

Get to know a person with whom you share a common interest to learn how he/she learns about that area.

Eat food of a different culture, taking note of its cultural context and how it makes you feel.

13

SOCIAL INTELLIGENCE

You're a people person, able to size up many situations and stay in tune with your surroundings. You usually know what makes people tick and are aware of their motives and feelings, as well as your own.

FLEX YOUR STRENGTH

Really listen to your friends, classmates, siblings, etc., without talking back or offering commentary...just reflect your feelings.

Watch a favorite TV show or film with the sound down to observe and record the characters' feelings.

14

HUMILITY

In most situations, you'd rather blend into the crowd than stand out. You are able to put others before yourself and don't need to be a VIP or prima donna. A self-described modest person, you are one who often lets their accomplishments speak for themselves.

FLEX YOUR STRENGTH

Have a "no showing off" period for a week.

Ask a close friend to profile your weaknesses and THEN strengths.

15

BRAVERY

You are likely to stand up for what is right, even when others oppose you, and you're probably known as someone who does not back down when threatened. Often, you exert bravery in order to push against popular opinion, able to face your fears or personal struggles directly.

FLEX YOUR STRENGTH

Make friends with someone most consider "different" but is at heart a good person.

Be a hero: stand up for someone who would not otherwise stand up for themselves, like a sibling or the target of a bully.

16

JUDGMENT

You are generally able to evaluate info, consider all possibilities and examine situations from multiple angles. And you practically never make a move without considering all the facts first. You're a look-before-you-leap leaper!

FLEX YOUR STRENGTH

Pick a hot topic or court case that has sharply divided people—examine why the two camps picked their side.

Reflect on the last purchase you returned and—defects aside—determine how you should have avoided the purchase.

17

ZEST

You mostly approach life and experiences with excitement and energy. Looking forward to each day, you try to fully participate in life rather than view it from the sidelines. Your zest may connect closely with your level of activity and your physical health.

FLEX YOUR STRENGTH

You probably burst out of bed ready to roll. Try a new activity each morning!

And since you probably burst out of bed ready to roll, see if you can pass this energy off to a friend for their morning.

18

HUMOR

You tend to be the playful sort who enjoys making others smile. You may favor irony, hypocrisy and double meanings in ways you (and others) find amusing. People might say to you that you have a rich imagination and love to laugh. No joke.

FLEX YOUR STRENGTH

Make a list of your favorite jokes and try to share them through the week.

Share your favorite funny videos with friends (yeah, this should be a first).

19

PERSEVERANCE

You finish what you start and overcome any obstacles that might get in your way. Setting goals and working hard to reach them, you tough it through long hours, sticking with challenges to the end.

FLEX YOUR STRENGTH

Make a short list of famous or historical figures who overcame great odds.

What goals/objectives that you perceive as tough have you yet to tackle? Do 'em!

YOUR LESSER STRENGTHS

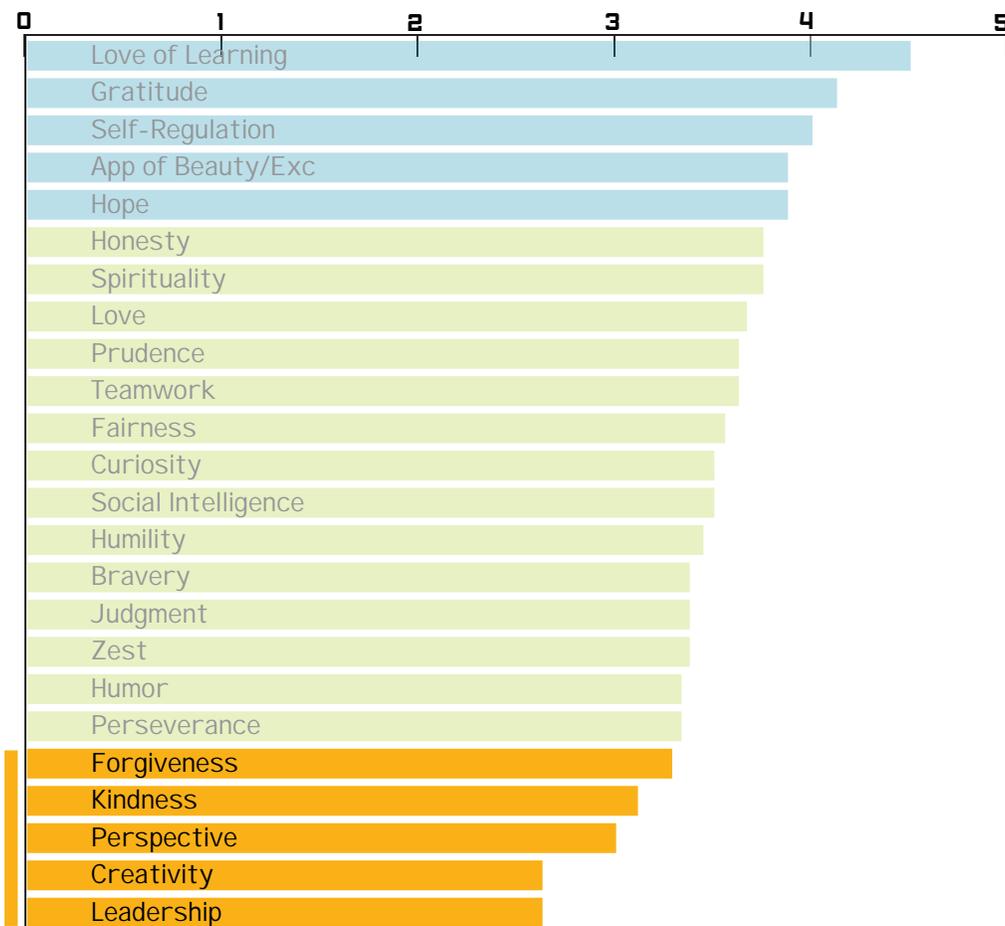
YOUR LESSER STRENGTHS

These are character strengths that do not occur as naturally as others, requiring a fair amount of effort and energy; quite frankly, exercising your lesser strengths can often be trying.

But, considering the nature of these very fundamental personality muscles, you may be interested in building them. And this can be done deliberately with some practice by employing your signature strengths. For example, you can use your signature strength of curiosity to increase the lesser strength of prudence by seeking advice from others on how to be more conscientious and planful. Or, boosting the lesser strength of humility can be accomplished when using the signature strength of kindness by being caring, empathic and listening to others' issues, rather than being all about yourself.

CODE ORANGE

what they are:
not as EZ to use,
but still VIP for
you!



REFLECT

As you review your lesser strengths, consider which of these you might wish to build up. Then, consider this: How can you use one of your highest strengths to help boost it?

SIGNATURE
MIDDLE
LESSER

20 FORGIVENESS

This strength is about letting go of hurt feelings and grudges. It involves giving others a second chance and trying to make up after a conflict or disagreement. Forgiveness helps to make you emotionally stable, agreeable and likable.



BOOST THIS STRENGTH

Recall persons who have upset you the most in your life. How did you learn to let that go?

Learn from those you think emulate great forgiveness—how can you apply their tactics to your life?

21 KINDNESS

Kindness is all about helping others and going out of your way to make people happy. The strength of kindness increases social connectivity, feelings of self worth and life satisfaction. It's nice...



BOOST THIS STRENGTH

Perform one random act of kindness weekly for someone you totally don't know.

Make an inventory of your stuff; decide what to keep and donate what you don't need to charity.

22 PERSPECTIVE

The strength of perspective allows someone to see the "big picture", and enables them to offer insight and advice on many different issues. It's about seeing the world in a way that helps make sense of it, and address the questions around life's biggest issues. A sense of perspective can help keep yourself and others calm in times of turmoil.



BOOST THIS STRENGTH

Take the long way home from school, work, etc. Note the differences.

If you drive, take a turn being a passenger. Or when riding the bus, sit on the other side of the bus.

23 CREATIVITY

This strength doesn't just apply to those with artistic talents but also those constantly seeking new ways of doing and understanding things every day. Creativity helps you to be open to new experiences, discover new opportunities and take risks.



BOOST THIS STRENGTH

Attend all kinds of art events, performances and shows as much as possible.

Get out your latest creative project and try looking at it from a totally different angle.

24 LEADERSHIP

You could demonstrate leadership by influencing a group to take action and accomplish something. Leaders tend to be good at organizing and planning group activities and can readily assume responsibility for the group's success and challenges. Leadership strength relates to feeling emotionally stable, sociable, and conscientious.



BOOST THIS STRENGTH

Create and take charge of a new family tradition, such as an anniversary, twist on a family reunion, etc.

When two people are in an argument, step in to mediate and work out a solution.



Now that you have learned a bit more about you and your character strengths, don't just stop here—keep moving! Self-awareness is the first step and in fact is a muscle you should continue to flex all your life. You're going to meet with many challenges and obstacles in the years to come, so keeping a good sense of "who you are" and "what is best in you" will help you time after time.

Don't forget: of your many strengths, signature strengths are of highest value and largest benefit to you; they're the easiest to flex and for you to improve. Keep them close at hand at all times.

Also remember that all 24 character strengths are potentials within you—even your lesser strengths. Don't shy away from them. Think about them, discuss them and use them. You might be surprised at the strength can unleash when you need it most!

If you would like more ideas or support along the way, be sure to scan the QR code below to visit the VIA website. It's filled with resources just for you! It is the mission of the VIA Institute to help all people find ways to become more aware of, explore, and use their character strengths.

We wish you well on your journey.

