

## Worksheet: Discover Your Top Character Strengths

**Why it matters:** Everyone has unique strengths, but many people do not recognize these unique strengths in themselves. This activity will help you to identify your top strengths using the 11 dimensions in the LCIA character model.

**How to use it:** Looking at either your LCIA-self or LCIA-360 results, answer the questions below about each of the 11 character dimensions using checkmarks. Mark each question for each dimension with a checkmark if it applies to you, and calculate the total number of checkmarks for each row when you've considered each dimension.

	Does this strength come naturally to me?	Do others see this strength in me?	Does using this strength feel energizing?	Do I use this strength frequently?	Number of checkmarks
Judgment					
Collaboration					
Humanity					
Humility					
Transcendence					
Temperance					
Justice					
Accountability					
Integrity					
Courage					
Drive					

**Which dimensions have the most checkmarks? These three character dimensions are your top strengths:**

- 1.
- 2.
- 3.

## The following steps will help you to make use of your top strengths:

1. **Appreciate your strengths.** It can be easy to take your strengths for granted. Your strengths are a key part of what makes you who you are!  
  
Take the time to reflect on and appreciate how your strengths have contributed to the successes in your life. What benefits have they brought you?
2. **Moderate your strengths.** While your strengths primarily have a positive impact on you and others, you may take them for granted because they come naturally to you. When you don't fully appreciate a strength, it can cause problems — particularly when you overuse a strength when a different response would be optimal. As you work on appreciating your strengths, keep in mind that moderating them may be needed at times.
3. **Use them in new ways.** Think about how you can use your top strengths in new ways. Doing so will help to increase your enjoyment and engagement in daily activities. For example, if one of your strengths is collaboration, think of how you can stay connected to people in your organization in a new way.