RESILIENCE
Character Strengths

THE BEST VERSION OF YOU

Goal
To discuss how individual character strengths are aligned with personal and professional core values and the benefits of applying them.

Pre-discussion deliverables
1. Each participant should take the free Via Character Strengths test at www.viacharacter.org (if possible).
2. If access to the VIA Character Strengths test is not available, participant(s) should review list of character strengths handout to identify top five perceived character strengths and come prepared to discuss.

Discussion Questions
1. How do your top five strengths align with the core values of the Air Force (Integrity First; Service Before Self; Excellence in all that we do)?

2. Describe a situation where you effectively used your strength(s) at work or home to resolve a challenge or a personal success. What strength(s) were used and how did you capitalize on the trait(s)?

3. Describe a situation where you overplayed or underplayed your strength(s) in a difficult situation. What strength(s) were used and what did you learn from the outcome?

4. What strengths would you like to develop to further your personal growth? Why?

5. What strengths have you observed in others (co-workers or family) that add value to your professional or personal relationship? Why?

Optional Activity
Allow attendees to work in small groups. Provide each group a copy of the “340 Ways to Use Via Character Strengths” handout. Instruct the groups to share their individual top strengths and use the handout to discover ways they can capitalize on them. Have groups move through their individual top strengths as time permits. Encourage groups to offer suggestions and ideas on how to utilize their strengths.

Video Options
It is highly recommended for this discussion to watch the video as a group.

Video 1
8 min
The video is linked to the AFPC Resilience Operations SharePoint

Handouts
340 ways to use Strengths
Strengths and Virtues
Character Card Game

Tailor It
This Quick Grip is intended to engage in meaningful discussions and is framed to meet the immediate needs of the work center. This is a supplement to traditional formalized training to reinforce and complement resilience skills. Flexibility in delivery is permitted. Please exercise sound and ethical stewardship when adapting discussions based on personal experience, audience, and needs within your organization.

2020 AFPC Resilience Operations and Air University
Preparing for the small group discussion is important but does not need to take a lot of time. We have provided a few resources related to the topic below to assist you with this. It is highly recommended small group facilitators review the videos and resource materials prior to hosting the discussion. The community resource matrix is also a tool recommended to have on hand during discussions.

**Facilitator Notes**

**ACQUAINT YOURSELF WITH TOPIC**
- Review the resources in Resilience Quick Grip
- The references can also be used to conduct more research on the topic

**PREPARE**
- The Quick Grip is designed to assist with creating your discussion flow, starting with the videos, the proposed questions, activities/games, and apply it tools
- Ensure the venue and environment will encourage dialogue with the group
- Determine what you may need (audio visual, supplies, or games)

**GET HELP FROM TECHNOLOGY**
- Facilitators can use apps to enhance engagement such as KAHOOT!, TriviaMaker, and MeetingPulse
- Videos are also a great tool to use whenever possible. The videos provided in the Quick Grip were selected to provide an overview of the topic for discussion

**LEADING SMALL GROUP TUTORIALS**

| Group Leadership Skills Part 1 (3min) | Group Leadership Skills Part 2 (4min) | Group Leadership Skills Part 3 (7min) |

Reference to these videos does not constitute or imply an endorsement by the Air Force and is intended to be offered as a resource tool only.

**Mobile Game-Optional Questions**

Below are some sample questions that can be used in a mobile game tool related to the topic, however you may choose to use other questions to fit your audience.

1. Data shows that simply learning one's strengths makes employees how much more productive?
   - A. 15%
   - B. 3%
   - C. 40%
   - D. 7.8%
   Answer: D. 7.8%. 2015 Gallup Business Journal

2. Data shows teams that focus on strengths every day have how much more greater productivity?
   - A. 20%
   - B. 12.5%
   - C. 35%
   - D. 22%
   Answer: B. 12.5%. 2015 Gallup Business Journal

3. A study showed retail companies that implemented a new customer strategy and a strengths-based focus employee approach grew how many times faster than retailers that didn’t?
   - A. 40%
   - B. 15%
   - C. 66%
   - D. 24%
   Answer: C. 66%. 2015 Gallup Based Journal

**References**

**Character Matters, How to Live a Fuller Life**

**Flourish: A Visionary New Understanding of Happiness and Well-being**

**The Power of Character Strengths: Appreciate and Ignite Your Positive Personality**

**Be a Project Motivator: Unlock the Secrets of Strengths-Based Project Management**

**Your Strengths Blueprint: How To Be Engaged, Energized, and Happy at Work**
McQuaid MAPP, Ms Michelle L and Ms Erin Lawin. ISBN-13: 978-0987271419

**Community Resource Matrix**

Installations should tailor the community resource matrix tool. A guide on how to modify the matrix is included in the Resilience Toolkit. It is recommended facilitators have a copy of the matrix on hand during session(s).