



The Strengths Landscape Project



Using character strengths
to cultivate resiliency in
organizations

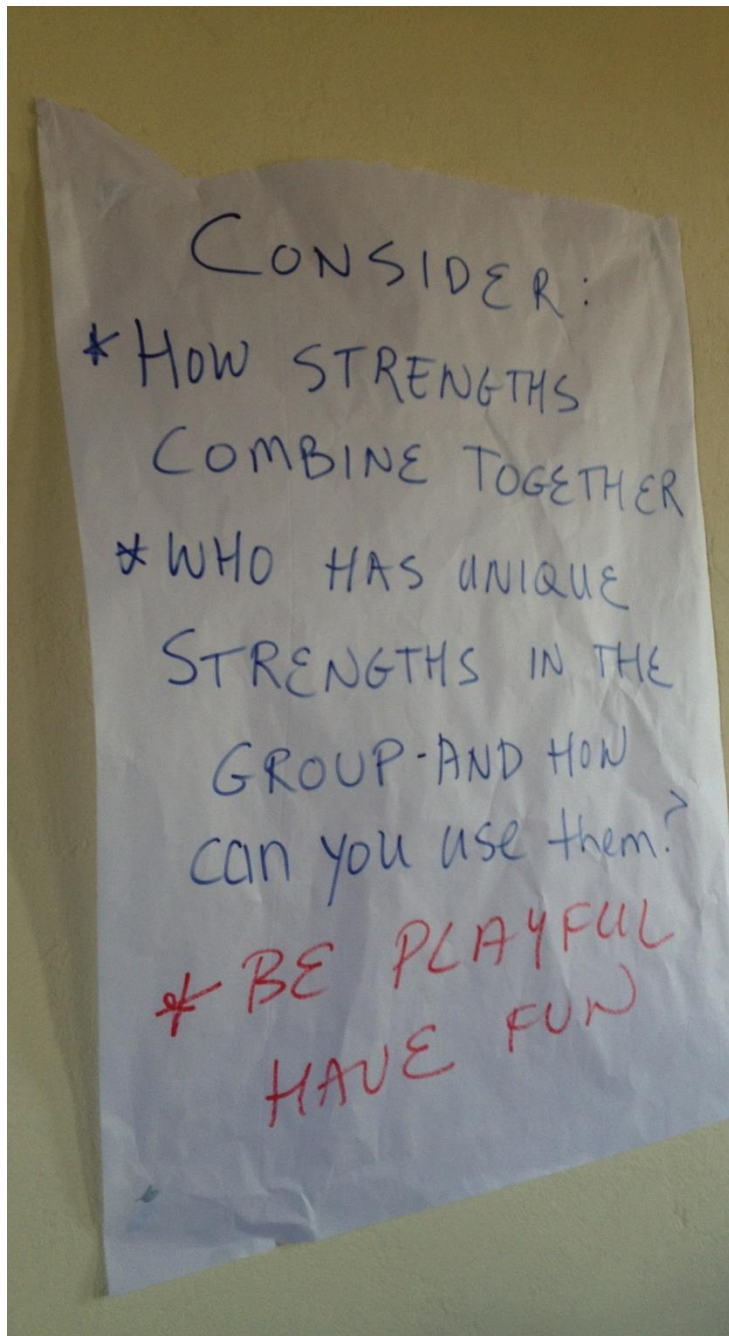
Claire Fialkov and David Haddad



Resiliency

When people use their strengths in daily life it helps them build resiliency for future challenges





CONSIDER:

* HOW STRENGTHS
COMBINE TOGETHER

* WHO HAS UNIQUE
STRENGTHS IN THE
GROUP-AND HOW
CAN YOU USE THEM?

* BE PLAYFUL
HAVE FUN

VIA-IS

A free, 20 minute self
+ administered assessment
tool that gives you a rank
order of 24 character
strengths

Cross culturally
established with over 1.3
million people world wide

+ Farm Africa leader:

- “The single most important outcome was and continues to be a significant change in self-perception and confidence. On both individual and team levels there is a renewed sense of optimism, challenge and encouragement all of which were absent. The process, including the strength inquiry and the investigation into the outcomes of same, providing room for respectful discussion, and ... were all key components and all built perfectly on the foundation of the team’s existing strengths...”





Comparisons were made across five samples:

- East African NGO employees (the target group).
- U.S. nonprofit employees.
- Global nonprofit employees.
- East African nonprofit employees.
- East African workers in general.





Results indicated that NGO workers had higher:

- prudence than global nonprofit employees
- teamwork than U.S. and global nonprofit employees and East African workers in general
- hope than U.S. and global nonprofit workers
- perseverance than U.S. and global nonprofit workers
- leadership than global nonprofit workers
- self-regulation than U.S. and global nonprofit employees
- spirituality than U.S. and global nonprofit workers





NGO workers in Eastern Africa
Kenya, Sudan, South Sudan, Tanzania and Uganda
had significantly higher scores in:

- teamwork
- leadership
- prudence
- perseverance
- self-regulation
- hope and spirituality





Well matched with Resilience



- Teamwork and leadership are relational strengths of civic responsibility. East African NGO workers were found to value community connection and loyalty to kin, friends, teams and organizations over individual self-interest.
- Prudence, perseverance, and self-regulation are strengths of effective action. Effective job performance requires that you stay the course.



HOPE

Sustains grit over the long haul.

- + Hope and its close cousin, spirituality, both give us a sense of higher purpose in life. Spirituality is a highly utilized strength in many parts of the world, yet it has been underutilized in organizational development work because of the Western models we often rely on for guidance.



+ What gives life to the system
when it is most alive?

**APPRECIATIVE INQUIRY
INFORMED RESILIENCY
PROGRAMMING**



Need for resiliency programming

- (1) develop self awareness and reflection skills
- (2) create a context for trust
- (3) assess character strengths and develop a language of strengths using the VIA Survey
- + (4) tell the story of the origin of their character strengths to witnesses
- (5) listen to reflective feedback about strengths and virtues and
- (6) describe practical strategies to reach future goals.



+ Murang'a County Counselors and Psychologists

Families who were victims of the great 2007/2008 post election violence- most lost all their properties through fire, theft and other form of physical destruction. These were the so called internally displaced persons (IDPs). Some moved from the rich agricultural land of the Rift valley and relocated to Central Kenya...