



# Let Your Strengths Shine at Work!

## What are strengths?

Abilities, skills or personality traits that help you complete tasks, solve problems, develop your full potential and effectively reach your goals in a way that gives you a sense of satisfaction.

## Does Your Workplace Utilize Your Strengths?

Inspired from: Miglianico et al. (2019)<sup>1</sup>

My workplace creates opportunities for me to use my strengths.



I know the strengths of the people I work with.



My colleagues and I divide tasks and projects according to each person's strengths.



My manager recognizes my greatest strengths.



My manager lets me organize my work according to my strengths.



When we talk, my manager shows an interest in the areas where I've proven myself.



My organization's managers give positive feedback to employees who use their strengths.



# Some Benefits of Using Your Strengths at Work

Inspired from: Dubreuil et al. (2014)<sup>2</sup>

- Increased sense of purpose
- More engagement
- More effective collaborations
- Reduced absenteeism
- Less turnover
- Improved performances

## Preparation and Commitment

Discover the concept of strength-based management and its many advantages at [viacharacter.org](http://viacharacter.org).

## Evaluation

Measure the effects of the process on levels of well-being, satisfaction, motivation, engagement and/or performance at work.



## Learn more:

Character Strengths & Leadership: VIA Management  
[leader-forces-via.com](http://leader-forces-via.com)

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## Identification

Identify your strengths with tools like the free VIA survey at [viacharacter.org](http://viacharacter.org).



## Integration

Observe and understand how you use your strengths individually and within a team.

## Action

Take action. Identify and implement changes that will make better use of each person's strengths.

- 1 DUBREUIL, Philippe, Jacques FOREST and François COURCY. "From strengths use to work performance: The role of harmonious passion, subjective vitality, and concentration," *The Journal of Positive Psychology*, 9(4), 335-349.
- 2 MIGLIANICO, Marine, Jean-François BERTHOLET and Marie-Claude GAUDET. "Votre équipe joue-t-elle vraiment pour gagner ?," *Gestion*, 44(2), 112.
- 3 MIGLIANICO, Marine, Philippe DUBREUIL, Paule MIQUELON, Arnold B. BAKKER and Charles MARTIN-KRUMM. "Strength Use in the Workplace: A Literature Review." <https://doi.org/10.1007/s10902-019-00095-w>.