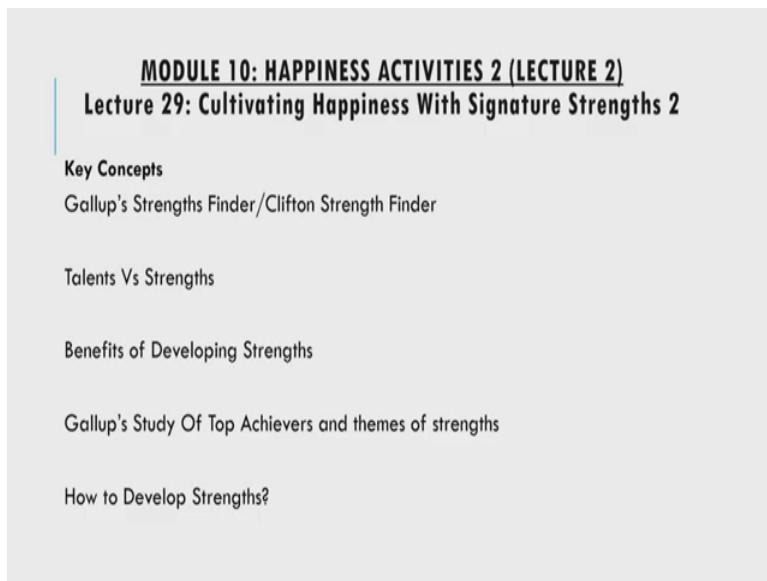


Psychology of Stress, Health and Well-being
Professor Dilwar Hussain
Department of Humanities and Social Sciences
Indian Institute of Technology Guwahati
Lecture 29
Cultivating happiness with signature strengths 2

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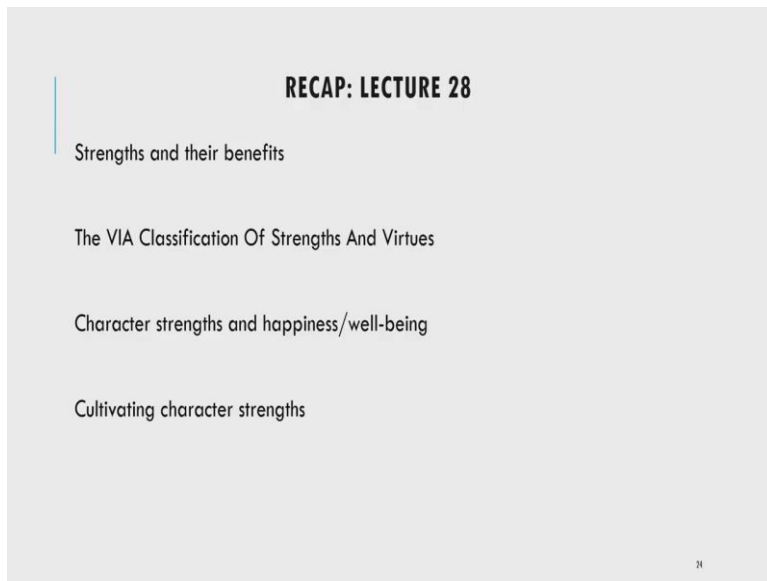
MODULE 10: HAPPINESS ACTIVITIES 2 (LECTURE 2)
Lecture 29: Cultivating Happiness With Signature Strengths 2

Key Concepts

- Gallup's Strengths Finder/Clifton Strength Finder
- Talents Vs Strengths
- Benefits of Developing Strengths
- Gallup's Study Of Top Achievers and themes of strengths
- How to Develop Strengths?

Hello friends, I welcome you to the lecture number 29 which is titled is cultivating happiness with signature strengths part 2. So, this is second lecture of module 10. So, in the last lecture, that is lecture number 28, we talked about the relationship between well-being and, and using your character strength or signature strengths. Today also, we will keep talking about the concept of signature strengths with a little bit different focus. So, before we talk about today's lecture, let me have a brief recap of the last lecture and the concepts that we have discussed.

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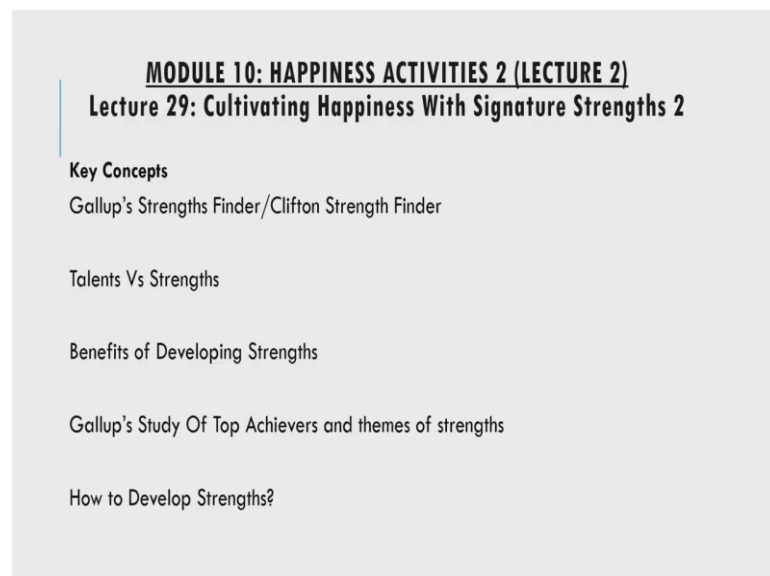
So, in the previous lecture, we talked about psychological strength as certain built-in capacities in terms of thoughts, feelings, and behaviors. And we've talked about how, in the literature of psychology, when it comes to the concept of strengths, psychological strength, researchers have utilized a variety of approaches to identify and analyze psychological strengths. In that regard, we've talked about a method called VIA classification, which stands for value in action classification of strengths and was developed by Peterson and Seligman. And, in that classification, we have discussed, basically that classifies character, the use of a term called character strength to kind of connote the idea that certain strengths of characters that are morally desirable, which connotes the idea of moral goodness, are very important for our happiness and well-being, and they have, there are many benefits associated with them. Also included in this classification are the concepts of virtues and character strengths. And we've talked about virtues, which are basically core moral characteristics like wisdom, humanity and character strengths are specific mechanisms or specific processes psychological processes, that defines those virtues. . As a result, these are more akin to sub-dimensions of virtues.

As a result, VIA classification contained six main virtues, each of which has numerous character strengths. There are a total of twenty-four character strengths. So, we've gone over everything in depth, and the six virtues are basically wisdom and knowledge, courage, humanity, justice, temperance, and transcendence. As a result, and as each of them has, each of these qualities has a number of distinct character strengths. Now, studies show that various

character strengths are linked to a variety of indicators of happiness, well-being, and performance. In particular, research shows that character strengths linked to heart qualities that connect with others, such as gratitude, kindness, and love, are more strongly linked to our feelings of well-being and happiness. And we've already reviewed a number of similar findings in the last class.

Finally, we have also discussed that character strengths can be cultivated by parenting, schooling and through socialization. It can also be aided by being exposed to positive role models and constantly employing them in our daily lives. Furthermore, research shows that character strengths can emerge spontaneously when people are exposed to big traumatic events, particularly catastrophic traumas, and that people frequently develop certain character strengths as a result of facing or fighting with those traumatic events. So, these are some of the concepts we've talked about.

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MODULE 10: HAPPINESS ACTIVITIES 2 (LECTURE 2)

Lecture 29: Cultivating Happiness With Signature Strengths 2

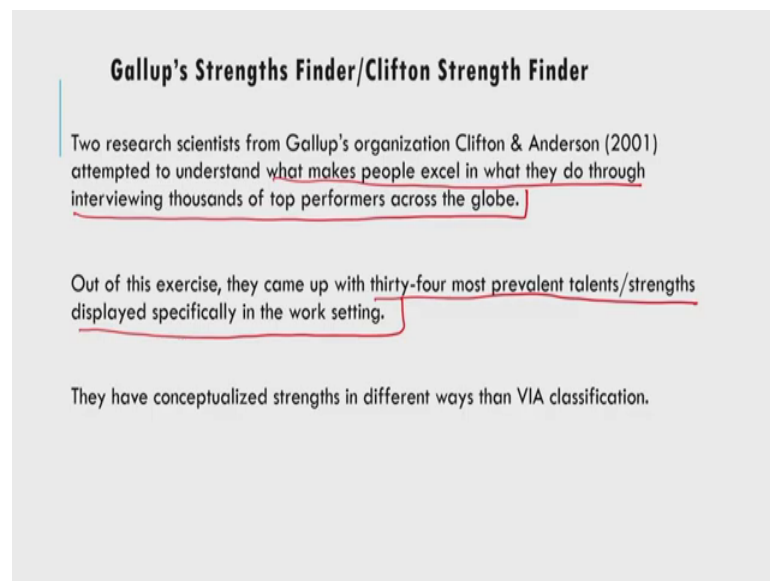
Key Concepts

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Today, we'll continue our topic of character strength utilizing a different method known as Gallup's or Clifton's strength finder. As a result, this is a different perspective on human psychological strength. However, the approach differs from the VIA categorization that we previously mentioned. We'll concentrate a little more on the topic of talents and strengths here. So, some of the topics we'll talk about today are Gallup's strength finder, or Clifton

strength finder; we'll explain what that is, and we'll talk about the distinction between talent and strengths. Then we'll discuss the advantages of developing strength from this approach. Then we'll explore Gallup's study of top achievers and the key conclusions they discovered as a result of their research, and last, we'll explain how to develop strength from the standpoint of this particular approach. So, let's look at the specifics of these concepts.

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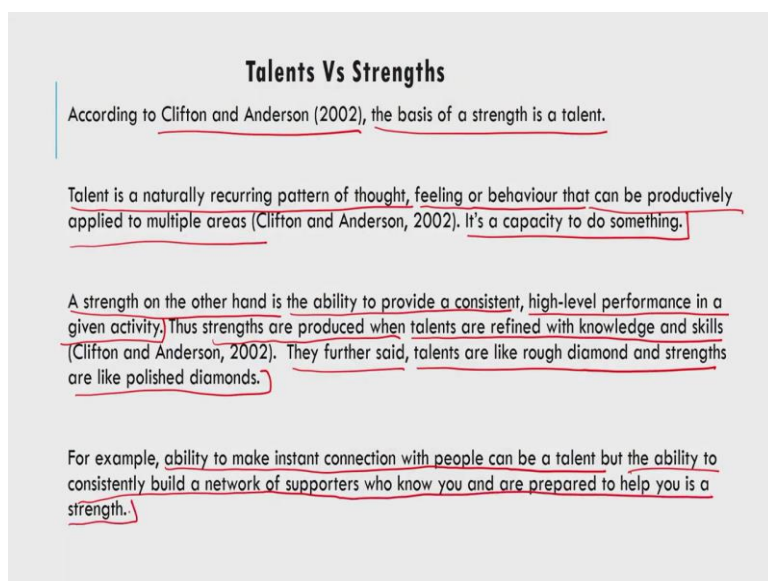
Gallup's Strengths Finder/Clifton Strength Finder

- Two research scientists from Gallup's organization Clifton & Anderson (2001) attempted to understand what makes people excel in what they do through interviewing thousands of top performers across the globe.
- Out of this exercise, they came up with thirty-four most prevalent talents/strengths displayed specifically in the work setting.
- They have conceptualized strengths in different ways than VIA classification.

Gallup is now a management and consulting firm based in the United States, founded by George Gallup in 1935. And this institution is best recognized for conducting large-scale surveys all across the world, in a variety of cultures. As a result, it is largely renowned for this type of research. So, there are two researchers from this organization, Gallup, named Clifton and Anderson. They tried to understand or attempted to understand what makes people excel in what they do in 2001 by interviewing thousands of top performers around the world. They studied top achievers in various fields, and the objectives that they were interested in understanding were that, what makes certain people achieve or excel in their areas of activity. So that was the goal they were attempting to comprehend. As a result of their research, they have come up with the concept of signature strengths, or the concept of various strengths found in humans. So, let's have a look at their findings and see what strengths they discovered as a result of their investigation. As a result of this effort, they

identified thirty-four of the most common talents and strengths demonstrated specifically in the workplace. As a result, this approach is more focused with the workplace. And, if you look at the VIA classification we talked about in class, it's more about strengths that are tied to specific moral characteristics or morally desirable attributes. This approach is more concerned with the concept of talent, which we shall see how it is related to, and it is not much concerned with the concept of morality, but it is more concerned with the concept of talent. So, as a result of this exercise and research, they discovered approximately thirty-four important talents and strengths that are critical in the workplace. They have conceived strength in different ways. It is more centered on the concept of your inherent talent that people display in specific dimensions.

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Talents Vs Strengths

According to Clifton and Anderson (2002), the basis of a strength is a talent.

Talent is a naturally recurring pattern of thought, feeling or behaviour that can be productively applied to multiple areas (Clifton and Anderson, 2002). It's a capacity to do something.

A strength on the other hand is the ability to provide a consistent, high-level performance in a given activity. Thus strengths are produced when talents are refined with knowledge and skills (Clifton and Anderson, 2002). They further said, talents are like rough diamond and strengths are like polished diamonds.

For example, ability to make instant connection with people can be a talent but the ability to consistently build a network of supporters who know you and are prepared to help you is a strength.

So, what is the difference between talent and strength? This is one of the fundamental concepts or key concepts upon which this classification is built. So, according to Clifton and Anderson, talent is the foundation of strength. As a result, whatever strength people exhibit is a result of their talent. As a result, talent serves as a foundation, and people acquire strengths as a result of their talent. So that's the primary point.

What exactly is a talent? They define talent as a naturally recurring pattern of thoughts, emotions, or behavior that may be applied to a variety of situations. So, in a nutshell, it's the

ability to do something. As a result, talent is more akin to a certain capacity that occurs spontaneously in different people. As a result, talent refers to those abilities that are naturally present in humans. So, one may have a talent for music, critical thinking, or creativity, to name a few examples. As a result, many people have skills that are inherent in them. Those naturally occurring capabilities that we all possess are referred to as talents. A strength, on the other hand, is the capacity to consistently perform at a high level in a specific activity. Strength, on the other hand, is based on our talents to we develop strength from our talent when we are able to employ them consistently and at a high level in a certain activity. So, when we're able to harness our talent, refine it, and employ it productively and consistently for better results, we've turned a talent into a strength. Strengths are created when talents are refined with knowledge and skills. As a result, talents are more akin to raw abilities that we all possess. These gifts become our strengths when they are polished with knowledge and skills. They went on to say that talents are like unpolished diamonds, while strengths are polished gems. So, talents are like raw diamonds; they are still unpolished and occur naturally beneath the earth, but when they are polished with a variety of instruments, they become shiny and refined. As a result, strengths are similar to those finely polished diamonds. For example, the capacity to develop quick connections with people might be a talent; certain people have this ability. So, this could be a natural ability; some people, for example, have the ability to instantaneously connect with others. So, this could be a talent, but the ability to consistently build a network of support, who know you and are prepared to help you, is a strength; however, how do you use that talent, are you able to use that ability to connect with people, to build a proper support network and maintain a proper relationship with them, so that you can kind of benefit from this support network, that is a strength. So, you have a talent for connecting with people, but it may go to waste if you are unable to polish it and put it to good use in order to form networks of people and establish correct connections and healthy relationships. So, simply being able to develop connections may not help you in any way if you are unable to retain those relationships and polish your ability to build and receive support from a support network. If you can achieve that, you've turned your talent into a strength.

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Talents, Skills, Knowledge, and Strengths

According to Clifton and Anderson (2002)-

Knowledge consists of facts and lessons that we learn whereas skills are basic abilities that we acquire to perform activities.

Talents exist naturally within each of us. However, skills and knowledge need to be acquired.

Skills and knowledge are combined with talent to create a strength.

As rough diamonds are naturally found in the earth, talents are naturally found within us. As rough diamonds are refined and polished with blades and other instruments, strengths are produced when talents are refined with knowledge and skills.

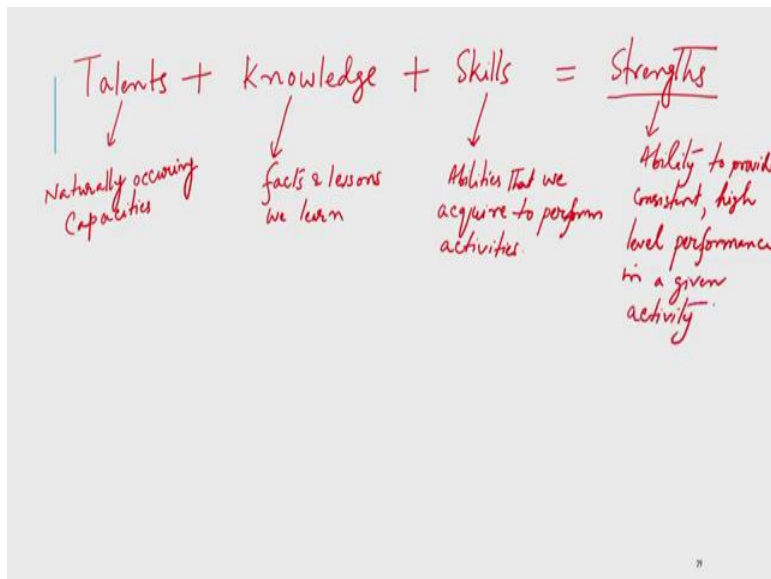
So, there are two more notions that are related to each other: skills and knowledge. As a result, we have skills, knowledge, and strengths. So, let's have a look at the distinctions between them. As a result, according to Clifton and Anderson, knowledge is made up of facts and lessons learned. So, whatever factual information we learn through our surroundings, textbooks, or other sources, it is knowledge factual information that we all possess. Skills are basic abilities that we develop in order to perform tasks.

So, skills are basically certain abilities that we learn to accomplish various activities, such as riding a bicycle, which we gain the skills to do. As a result, we must learn it, and this is a skill. Talents are natural abilities that each of us have; talents are similar to some of the natural abilities that we all possess, such as the capacity to form instant relationships and communicate. As a result, these are talents that may come readily to us. Skills and knowledge, on the other hand, must be acquired. Skills and knowledge To acquire information or skills, you must put up effort and learn them.

Strengths are created when skills and knowledge are combined with talent. As a result, when your talent, abilities, and knowledge are combined, it creates a strength. As a result, this is their concept. As a result, they used the analogy of unpolished diamonds found naturally in the earth. So, when people dig in the ground and uncover diamonds, naturally occurring diamonds, they are almost always rough diamonds. So, talents are like rough diamonds, which are naturally occurring items that are refined and polished with blades and other instruments, just as rough diamonds are refined and polished with blades and other

instruments. So, after we get those raw diamonds, we refine them with tools such as blades and other polishing gear. Strengths develop when talents are honed through the application of knowledge and skills. As a result, knowledge and skills serve as instruments for polishing talents and transforming them into strengths.

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As a result, we can present it in this manner. This is the most fundamental method of expressing their ideas, which is that strength is created when skills and knowledge are combined with talent. So, this is the formula, or a formula similar to this. As a result, talents are more like to naturally occurring capacity, capacity, or cities naturally occurring abilities that we all possess. Facts and lessons we learn are examples of knowledge. Skills are abilities that we gain to perform activities; when you combine all of this, you get strength, which allows you to consistently deliver high-level performance in a certain activity. So that's the gist of everything, as well as the distinctions between similar topics in terms of strengths. So, here is how concepts like talents, knowledge, and skills are related to one another, and this is how they differ. As a result, these are critical notions that we must comprehend in order to grasp the fundamental concepts of this technique or Gallup's strength finder.

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Six Principles Of Human Nature And Behavior In Strength Based Approach

According to Anderson (2004), there are six principles of human nature and behavior-

- (1) You have a group of talents within you.
- (2) Your greatest talents hold the key to high achievement, success, and progress at levels of personal excellence.
- (3) Becoming aware of your talents builds confidence and provides a basis for achievement.
- (4) Learning how to develop and apply strengths will improve your levels of achievement.
- (5) Each of your talents can be applied in many areas including relationships, learning, academics, leadership, service, and careers.
- (6) As you develop and apply strengths, your achievements will increase and you will experience greater and more frequent successes.

So, according to this approach, there are certain assumptions about human nature, so they proposed six principles of human nature and behavior in this particular strength-based approach, so, according to Anderson, there are six principles of human nature and behavior that are associated with strengths: you have a group of talents within you. So, every human person has a set of talents, a set amount of talents, a set of talents, and we all have a set of talents or a set of talents within us. As a result, it's there. So, we all have naturally occurring abilities. This is one of the principles.

Second is your greatest talent holds the key to high achievement, success and progress at levels of personal excellence. As a result, your greatest talents are the key to your success. How can you make the most of your greatest talents? What talents do you have and how do you put them to use? That is the secret to your success, your advancement in life, and your achievement.

Third principle is becoming aware of your talents builds confidence and provide a basis for your achievement. As a result, once you become conscious of your talent, or whatever talents you possess, many people are unaware. As a result, being conscious of your talent fosters confidence and serves as a foundation for your life achievements. As a result, being aware of your talents, whatever they may be, is critical since it boosts your self-esteem and allows you to achieve more in life.

Fourth principle, learning how to develop and apply strength will improve your level of achievement. So, if you become aware of and learn to apply your talents or strengths, your level of achievement will improve, and your life achievements will increase.

The fifth principle is that your talents can be used in a variety of settings, such as relationships, learning, academics, leadership, service, and careers. Most of our talents can be used in a variety of situations throughout our lives. As a result, each of these talents or strengths can be employed in a variety of aspects of our lives, such as our relationships, academics, leadership in the workplace, services, careers, and so on.

As you develop, sixth principle is; as you develop and apply strengths, your achievement will increase and you will experience greater and more frequent successes. As you become more conscious of your talents and strengths, you will be able to better utilize them. As you apply them, you will gradually develop them much more, and as a result, your achievement will rise, and you will have more successes and fulfillment in your life. So, these are some of the basic ideas they claim are linked to discovering our own talents.

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Benefits of Developing Strengths

According to Clifton and Anderson (2002), with the development of strengths-

- ✓ Achievement will follow
- ✓ Lead to a sense of fulfillment and satisfaction
- ✓ Enhance quality of life
- ✓ Increases confidence and optimism
- ✓ Individuals gain more when they expend effort to build their best talents as compared to when they spend comparable amount of efforts to remediate their weakness.

So, according to Clifton Anderson, what are the advantages of developing strengths? Some of them, some of their advantages have previously been discussed. According to them, developing strengths has numerous advantages, including the promotion of achievement. If you develop your strengths and use them more and more in various circumstances,

achievements are more likely to follow. As a result, it will provide a sense of accomplishment and happiness. When you put your skills and knowledge to good use. It provides you a lot of satisfaction because you feel competent, you feel a sense of competence that you have, and since an achievement will follow, so you'll feel more and more satisfied and fulfilled. As a result, fulfillment will improve your quality of life in terms of experience, and when it comes to achievement, your outer quality of life will improve as well. It will boost your confidence and optimism because success is more likely to follow when you use more of your strengths, so it will boost your confidence as well as your outlook for the future. When people put in the effort to develop their greatest talents, they get more than when they put in the same amount of work to improve their weaknesses. What exactly is this point implying? When we invest in developing our talents and strengths, we are more likely to succeed. When we put out effort to develop our strength and talent, we are more likely to gain more in our lives in numerous ways than when we try to eliminate our weaknesses and inadequacies, which we addressed in class as well. Weaknesses are things you are not good at. As a result, it becomes more difficult to remove them, and people become defensive. Many individuals refuse to admit that they have flaws, so they become defenses. So, while working with a weakness is challenging, it is not impossible. However, because strengths are inherent in you, and others are more willing to work with your strengths, it is simple to say, "OK, I have this strength, and I want to build those strengths," and people are more receptive to this approach. Furthermore, research suggests that focusing on our strengths and strengthening them yields greater benefits than focusing on our deficiencies and minimizing them.

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Gallup's Study Of Top Achievers

Clifton and Anderson (2002) reported following main findings of top achievers-

✓ Top achievers fully recognize their talents and build on them to develop strengths. Underachievers often fail to recognize their talents and develop strengths.

✓ Top achievers apply their greatest talents in roles that best suit them. For achievement, it is necessary to apply ones talents and strengths in roles and tasks that are best suited for those talents. A proper fit between the talent and the task is essential.

✓ Top achievers invent ways to apply their greatest talents to their achievement tasks. It is essential to consciously invent newer ways of applying talents in various tasks one performs in a role or position for greater achievement.

So, Gallup's original study was on top achievers, and it was from that original study that this whole idea of different classifications of strength arose. So, some of the key findings that they summarized from that study on top achievers, so I'll just go over a few of the most relevant findings from that study.

As a result, in 2002, Clifton and Anderson reported the following main findings related to top achievers in several fields of study. Top achievers completely understand their talents and build on them to develop strengths, according to one finding or observation from their research. So, one thing that was evident from that study, from that data, is that people who reach certain successes in their lives or become top achievers in various domains of their activity recognize their talents, refine them, and use them to their advantage. So that was one of the key discoveries they made. Underachievers frequently fail to recognize and develop their strengths. As a result, underachievers who are unable to achieve much in their field of endeavor are frequently unable to recognize or become aware of their strengths. So, if you aren't aware of your talents, you won't be able to use them to your advantage. So, this is one discovery they made and reported.

Second, high achievers put their greatest talents to use in the roles that best suit them. As a result, individuals put their talents to work in roles that are most suited for them. They put their talents to good use in the right situations. It is vital to utilize one's talent and strength in jobs and duties that are most suited for those talents in order to attain success. As a result, each ability has a certain domain or region in which it can be exhibited. As a result, the necessity for a good match between skill and task is critical. So, whatever work you're doing, if you have the requisite talent, you'll have a better chance of passing those tests. As a result, not every talent will be useful in every situation. Your capacity to communicate, for example, could be a valuable talent or strength. And you may find that it is best or most suitable in situations where you must connect with people, work in a team, or persuade people to do something. If your job role requires that, and you have those strengths and talents, you are more likely to succeed in those areas. As a result, your talent and the nature of the task you're performing are a good match. As a result, there must be an appropriate fit between the talent and the work, and high achievers seek out settings, careers, and jobs in which their talents are best exploited or where their talents and the tasks they perform are a good match.

The third major finding they made was that top achievers invent new ways to utilize their best talent to accomplishing their goals. One thing they do is invent new methods to do things. So,

while many people may have particular talents and strengths, they may not be able to apply them in a really innovative way in every situation. People who are top achievers, on the other hand, seek to best utilize your talent and turn it into a strength, they create new ways to employ those talents. As a result, they employ their talents more creatively, allowing them to become their greatest strengths. As a result, it is critical to consciously invent fresh ways of using abilities in various duties that one performs in a function or position in order to attain more success. As a result, the more you employ them in a variety of ways, the better your chances of success and achievement will be. So, these are the most important facts they provided based on their research of high achievers. One is a high achiever; they recognize their abilities and work to hone them into strengths. Top performers put their skills to work in the most appropriate role or task for them. As a result, their abilities and the tasks they perform are a good match. Top achievers, on the other hand, invent newer, more creative ways to use their greatest talent to achieve goals in their lives.

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Now, just like the VIA classification, this Gallup study discovered a number of strengths that are essential in the context of work settings in particular, and they discovered 34 talents or strengths in all, which they classified into four primary domains. As a result, the 34 talents or strengths that they discovered are significant, and they may be classified into four groups or areas. These are executing, relationship building, influencing, and strategic thinking. Let's look at the key strengths linked with each of these categories.

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EXECUTING (implementing a solution; How do you make things happen?)
Achievement (pursuit of goals, productivity, satisfaction from accomplishments)
Arrangement (organization, coordination, identifying the right combination of people and resources)
Belief (having deeply held values, ideas, finding meaning in life)
Consistency (equality, fairness, guardianship of 'right and wrong')
Deliberation (good decision making, carefulness, consideration of all options)
Discipline (organization, good time-keeping, order and structure)
Focus (determining priorities, finding direction, efficiency)
Responsibility (person who can be counted on, commitments, honesty, loyalty)
Restoration (recognition of problems and ability to fix them)

Source: Gallup.org

So, executing, there are numerous distinct strengths that you can see here under the area of executing. So, executing entails putting a plan into action. How do you make things happen? Execution refers to how you make things happen in the actual world. People may have ideas, but execution refers to how you put those ideas into action and achieve your objectives. Execution is the name given to this ability. As a result, there are various strengths linked with carrying out tasks or making things happen in the workplace or in life in general. So, certain strengths that are associated with the executing ability are achievement which includes things like pursuit of goals, satisfaction from accomplishment, and so on. Another ability or strength associated with executing is arrangement, which is arranging, coordinating, and identifying the best mix of people and resources. People who are adept at arranging things may do it in much more efficient ways. Organizing people and things around them to attain goals is what arrangement is all about. Next is belief which is defined as having firmly held values, ideas, and a sense of purpose in life. So, belief is always vital for most things since you would not be able to do anything if you do not believe, if you do not believe in the first place. So, having faith in your own beliefs and ideals is crucial; only then can you put them into action.

Consistency is about perception of equality, fairness, guardianship of right and wrong. As a result, this is more in line with the concept of justice that we discussed in the VIA categorization. People who have the strength of consistency have a sense of equality among people who are, people around them, and they recognize the sense of equality, justice, and

guardianship of what is right and wrong in whatever they do. This is also a significant strength in terms of execution. Then there's contemplation, which is all about making excellent decisions, being cautious, and taking into account all factors. So, discussion entails a thorough examination of all factors and consideration of all choices prior to adopting or making a decision.

In this context of execution, discipline is equally crucial. It also includes good timekeeping, order, and structure, as well as everything you do in a very disciplined, ordered, and structured manner. As a result, it increases the likelihood of execution. Focus is a nother strength connected to selecting priorities, discovering direction efficiencies, direction precise, very clear direction, and efficiently going towards that determining priorities, what should be done first, and what should be done later.

Then there's the sense of responsibility, which is really crucial because without it, you can't do anything. People who are responsible can be counted on because they're committed, honest, and loyal. So, these are skills that will link to responsibility, and these are really essential strengths in terms of execution. The final one is restoration, which entails recognizing problems and being able to resolve them. Every time a problem develops during an execution, the capacity to recognize it and fix it is referred to as restoration. So there you have it: nine crucial execution strengths.

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INFLUENCING (<u>taking charge, speak up convincing others</u>).
Activation (<u>energy to get things going and done, making things happen by turning thought into action</u>)
Command (<u>ability to deal with conflicts and crisis, capacity to be in charge and making decisions</u>)
Communication (<u>explanation, clarification, good when talking and presenting</u>)
Competition (<u>hard work to excel, achievement, desire to win</u>)
Maximization (<u>enhancement of personal and group excellence</u>)
Self-assurance (<u>self-confidence, independence in thinking</u>)
Significance (<u>high motivation for recognition, hard working, want to make big impact</u>)
Woo (<u>quickly connecting with people, forming groups/relationships</u>)

The next category or domain is influencing, which is about taking charge and convincingly speaking up in front of others. So, influencing how you can influence others, make an impact on others, includes the capacity to take command of a situation and talk persuasively to others. So, these are some of the key concepts related to influence. So, there are many qualities related with influencing, and some of them are listed below since, according to them, they are key influencing strengths.

One is activation; in order to influence people, you must have activation. Activation is about energy; you must have it in order to get things going and down; you must have it in order to make it contagious to those around you. As a result, things should be done and be done, and things should move. As a result, making things happen by converting ideas into actions. The quality of pouring energy into things and making those around you who are involved in the task energetic and activated for completing the goals is what activation signifies. Then there's commanding strength, which is essentially the ability to deal with disputes and crises while also having the capacity to be in charge and make decisions. Command is all about having the capacity to be in charge and make judgments whenever it's needed. So, how are you able to make decisions in a crisis, as well as its ability to cope with conflicts and crisis situations? As a result, these are qualities or strengths related to command.

Another strength related with influencing others is communication, because it is communication that can affect individuals. So, it's all about clarification and explanation, which is beneficial while speaking and presenting. So, your communication is clear, you can give a proper explanation, and you are quite good at talking and presenting presentations. As a result, these are skills related to communication, which is linked to persuasion.

Competition is about striving to be the best, achieving success, and having a strong drive to win. As a result, the desire to exceed, achieve, and win is linked to influencing. Maximization is about enhancement of personal and group excellence . If you are able to influence people, you are able to maximize output from people and groups.

Self-assurance refers to the ability to think independently. So, if you aren't confident in yourself, you won't be able to influence others. People that can influence me, on the other hand, are highly confident in themselves. Since a result, there is a sense of independence, as

they will not be completely reliant on others for all of their decisions. As a result, having a sense of thinking freedom is crucial.

The next is significance which is about high motivation for recognition and a desire to make a big impact. So, people that are driven to make significant changes and have an impact on organizations or whatever they do, and who put in a lot of effort for motivation and recognition. As a result, they have a strong desire to make a meaningful difference. As a result, it's also related to influencing.

Last but not least, there's woo, which refers to easily engaging with people in groups and partnerships. Quickly connecting with people and creating relationships in a group setting is also a quality linked to influencing people. So there you have it: eight strengths linked to persuading.

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RELATIONSHIP BUILDING (Building and nurturing strong relationships)
Adaptability (modification of the self depending on the demands of environment; adjustment, flexibility)
Connectedness (connecting ideas or occurrences into a meaningful whole)
Development (seeing potential in others and assisting them in their development)
Empathy (understanding and sensing feelings of others, forming supportive relationships)
Harmony (ability to find things in common, seek areas of agreement, avoiding conflicts)
Including (helping others to be unified and effective, accepting others)
Individualization (seeing others as individuals and recognizing their talents, focus on how the different people work together productively)
Positivity (enthusiasm, optimism, excitement, stimulation of others)
Relationships (forming close interpersonal relationships)

Relationship building is the next category. Building and fostering healthy relationships is synonymous with relationship building. So, there are a lot of advantages to forming connections and relationships with people, which is crucial for success in life in any situation. As a result, adaptability is a strength connected with relationship development. Adaptability

is defined as the alteration of one's self in response to the demands of the environment; adjustment and flexibility. So, adaptability refers to your flexibility, your capacity to adjust to various conditions, and your ability to change yourself in response to the demands of the scenario. So, the more adaptable you are, the better the odds are that you will be able to operate in a variety of situations with a variety of individuals and achieve success.

Then there's connectivity, which is all about connecting disparate ideas or events into a coherent whole. So, connectivity refers to your ability to link things together, to connect ideas, to form a whole or to have a holistic perspective, and then to work toward it. As a result, you can perceive bits and pieces while simultaneously discovering totality. So that is the definition of connectivity in this context.

Seeing potential in people and measuring where they are in their growth is what development is all about. As a result, you can help individuals develop by helping them see the potential in others and assisting them in their growth and development. As a result, this is also a part of the relationship-building process. After that, there is empathy. Understanding and detecting the sentiments of others, as well as developing supportive relationships, are all part of empathy. So it's all about comprehending the viewpoint of others, who they are, and how they see the world. You've attempted to comprehend how this individual feels and behaves from their point of view. So, empathy is vital in terms of relationship building because you can't connect with others if you don't understand empathy.

Then there's harmony, which is defined as the ability to discover things in common, seek areas of agreement, and avoid disputes. Seeking harmony entails avoiding confrontations and looking for commonalities among individuals and situations. It is about, inclusion is about including people in a unified and effective manner, accepting people for a common purpose and goal.

The next is individualization. Individualization is about seeing others as individuals and recognizing their talents, focusing on how different people work together and productively individual capacities and strengths, ability to find is very important for not only building relationships but also working towards a specific goal is that many people have their own individual abilities and strengths, nurturing those and making them effective and work in a particular situation.

Positivity is about enthusiasm, optimism, excitement, and the stimulation of others. So, a positive attitude, positive behavior, enthusiasm, and optimism are all linked to the development of relationships. Then there are relationships, which are defined as the formation of close interpersonal ties. These are the nine key strengths connected with relationship building.

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STRATEGIC THINKING (thinking and analyzing information and situations)
Analytical (understanding of causes and effects; critical thinking)
Context (seeing historical patterns, perspective)
Futuristic (focus on the future, seeing possibilities, energizing others)
Ideation (creativity, originality, new ideas and concepts)
Input (active knowledge acquisition, curiosity)
Intellection (multiple directions of thinking, intellectual discussions, solutions)
Learning (enjoys learning process, focus on improvement)
Strategy (seeing pros and cons and the whole picture, generating appropriate plan actions)

The final one is strategic thinking, which entails thinking and assessing information and circumstances. Strategic thinking is the ability to think critically about information and situations and make decisions based on those findings. Analytical skills, which are concerned with understanding causes and effects, critical thinking, processing information, and analyzing objects, are among the strengths linked with strategic thinking. It's all about seeing historical trends and getting a sense of perspective when it comes to context. So, for any component of making a decision or achieving any specific goals, you look at historical patterns, how things have evolved historically, and diverse perspectives before making a decision. As a result, that capacity is referred to as contextual comprehension, or context.

Focusing on the future, perceiving possibilities, and addressing others are all aspects of futuristic thinking. As a result, when you do something, you have the ability to see what it is and what it will be in the future. As a result, it's equally crucial to consider the potential implications and outcomes in the future. As a result, strategic thinking is also involved.

Ideation entails originality, creativity, and the generation of new ideas and thoughts. So, creativity, originality, and novelty are also crucial in strategic thinking; input refers to active information acquisition; curiosity, input refers to being curious and learning new things. Then there's the one that may aid strategic thinking.

Intellection is more about intellectual abilities of digesting information, intellectual dialogues, finding a solution from various perspectives, and multiple paths of thought, therefore these are all related to intellection.

Then there's learning, which is all about having fun, having fun with the learning process, and having fun with the learning process that focuses on improvement. So, learning is a key aspect of strategic thinking; presumably, if you can learn better, you are more likely to make strategic decisions.

Then there's strategy, which is one of the last pillars of strength, which is assessing the benefits and cons of a situation and developing appropriate action plans. Making a strategy entails weighing the advantages and disadvantages of the entire picture. So, what are the advantages and disadvantages, and how will you build strategies and activities to reach specific goals? So there you have it: eight strategic thinking strengths. So, in total, there are around 34 strengths linked with these four key categories.

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How to Develop Strengths?

Clifton and Anderson (2002) provided following strategies for developing strengths-

(1) **Know your talents**

- ✓ To develop strengths we need to first identify our greatest talents.
- ✓ talents can be identified, by spontaneous reactions, yearnings, rapid learning, and satisfaction (Buckingham & Clifton, 2001).
- ✓ spontaneous reactions are subconscious spontaneous reactions to a given situation. Yearnings are passions for some activities and hobbies. Rapid learning in an area reflects talents. Satisfaction and enjoyment of activities also reflects possible talents an area.
- ✓ The StrengthFinder questionnaire, can be used to identify talents.
- ✓ Self reflection on thoughts and behaviours can give insights into talents.

So, all of these strengths or talents, which we all have, some of which can be developed and turned into our strengths, which we can use to achieve and succeed in life. So now we'll talk about how to improve these skills. As a result, Clifton and Anderson recommended the following strength-building tactics.

One of the most obvious initial steps is to recognize your talents. As we can see from the survey results on top achievers, high achievers are well aware of their abilities. So, first and foremost, you must recognize that you possess particular abilities, whether they are communication skills, empathy abilities, or relationship-building abilities. It is critical to first understand them in order to determine what your greatest talents are. Spontaneous reactions, yearnings, swift learning, and fulfillment are all indicators of your talents.

What does "spontaneous reactions" imply? Many times, many times in a circumstance, spontaneous or subconscious reactions in a specific setting will respond to situations. So, those spontaneous responses can also provide us with knowledge; you may be shocked at times, and I am good at accomplishing these specific things. Let's imagine you suddenly become interested in a sport and discover that you are rather good at it. As a result, spontaneous replies in a given situation can also provide you with knowledge. These are skills that I possess. As a result, I possess this ability. You can sometimes find out automatically by observing reactions in various environments.

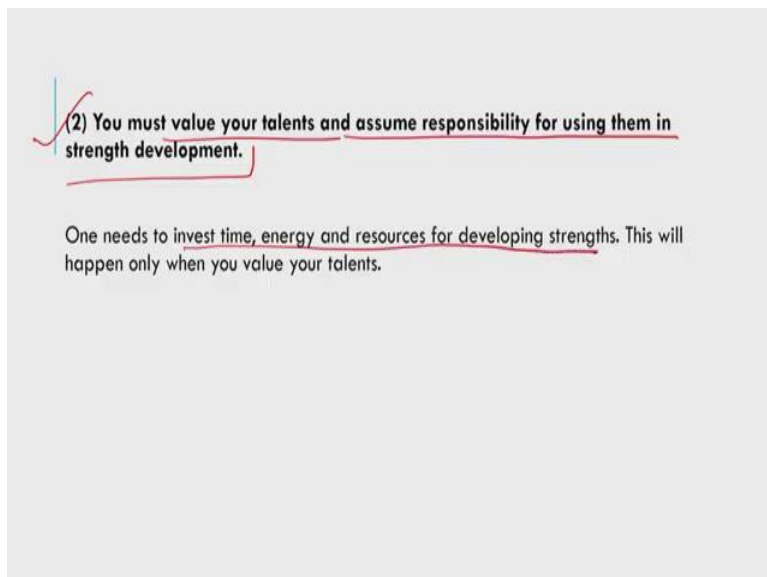
Then there are the yearnings. You can also discover what your talents are. Yearnings are essentially passions for certain activities and hobbies; some people are quite enthusiastic about doing something; yet, you cannot get enthusiastic about anything if you are not competent at it. So, whatever interests and activities you enjoy, you have strengths that go along with them. As a result, your yearnings, passions, and hobbies might help you determine your strength. From there, you can deduce that these are the most significant skills I possess, and that I will love using them.

Another thing is rapid learning. Rapid learning in an area provides an indication of your talent and strength. It provides information that you have a natural knack and talent for grasping technical ideas, as seen by your rapid learning of them. As a result, it demonstrates that you are talented in those areas. So, rapid learning is another area that represents your talents; if you can learn quickly, it indicates your abilities in those areas.

Last but not least, satisfaction, or enjoyment of activities, represents potential talent in those areas. So, if you feel fulfilled after performing some activities or enjoy doing particular things, it's conceivable that you have abilities linked with those activities. So, these are some of the methods for identifying your talents based on your spontaneous reactions, your passions and hobbies, areas where you learn quickly, and things that give you satisfaction after you complete them. So, some of them are some of the methods for identifying skills.

There is also a strength finder questionnaire accessible on Gallup's website that can help you reflect on yourself and discover your strengths. Self-reflection on some of your thoughts and activities can provide you with insights into your abilities. So, if you reflect on yourself and examine your behaviors, you can always figure out what you're good at and what qualities you have, and polish them into your strengths. So, one thing to remember is to be aware of your abilities.

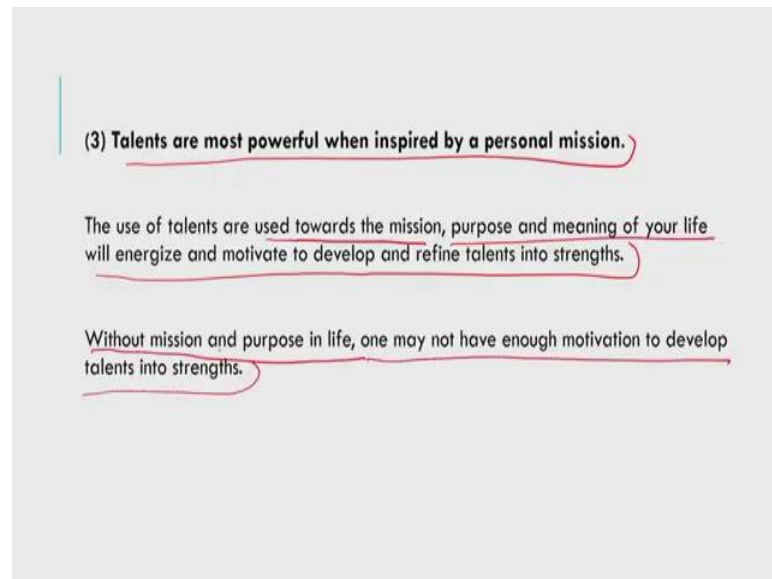
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Second, you must value your talents and take responsibility for their use. Numerous people have many talents, but most of them are wasted because they do not value or use them. For example, many creative people have many talents, but they are unable to use them as a source of strength. And then you get sidetracked by a slew of other things, and your entire talent is squandered.

So, while it's possible that people have multiple talents, valuing them is crucial, as is devoting time, attention, and resources to developing those skills. They will not be refined unless they are polished. As a result, your strengths are the refinement of your talents. So, once you've identified your strengths, you must polish them by investing time, energy, effort, and resources, and only then will they become your strength.

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Third, skills are most effective when they are motivated by a personal mission. When you put your talents to work in a way that fulfills your unique life mission, you are naturally more motivated to develop them. So, when you use your talents to further your mission, personal mission, purpose, and meaning in life, you will be energized and motivated to grow and perfect your talents into strengths. As a result, if you use them to attain your life goals, you'll be much more motivated to grow and improve them into your strengths. For example, you may have a mission in a certain organization to use your team to achieve specific goals. So, you might have specific skills or talents, such as being sympathetic, possessing strong leadership traits, or having excellent communication skills. So, because you are strongly motivated to reach this specific objective, you are more likely to use all of your talents to move others, influence people, and achieve those goals because it is linked to certain significant life successes. As a result, without a life goal and purpose, one may lack the motivation to turn skills into strengths. It is perhaps always beneficial to have certain

missions and meaning in your life. Connect your skills to those missions that will assist you in turning your talents into strengths.

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(4) Healthy, caring relationships facilitate the development of strengths.

Having few healthy, positive and empowering relationships facilitates development of strengths. They may inspire to develop your strengths. You are more likely to-

- Talk about your talents
- Express about your experiences and plans to develop talents,
- Receive feedback
- Work together to form expectations about talents, where to apply and how to develop them.

The fourth is that healthy, caring relationships help people develop their strengths. If you have caring, loving individuals in your life, they will always help you grow in any and all areas of your life. So, if you have some kind and loving individuals who understand you, whether it's your family, pals circle, or whatever, they may also enable you to facilitate the development of your skill and turn it into your power. As a result, having a few healthy positive essential relationships aids the development of strength; they may inspire you to develop your strengths, and you are more inclined to discuss your talents. As a result, you'll be more likely to speak with them, share your experiences and ideas for growing talents, receive comments, and collaborate to establish expectations about talents, where to apply, and how to develop them.

So, because we always communicate to people about our aims and ideas, and if there are individuals who are positive and loving, it will facilitate and inspire you to build your strengths. And if you have a failure or a difficulty, they will help you get out of it and push you to keep moving forward.

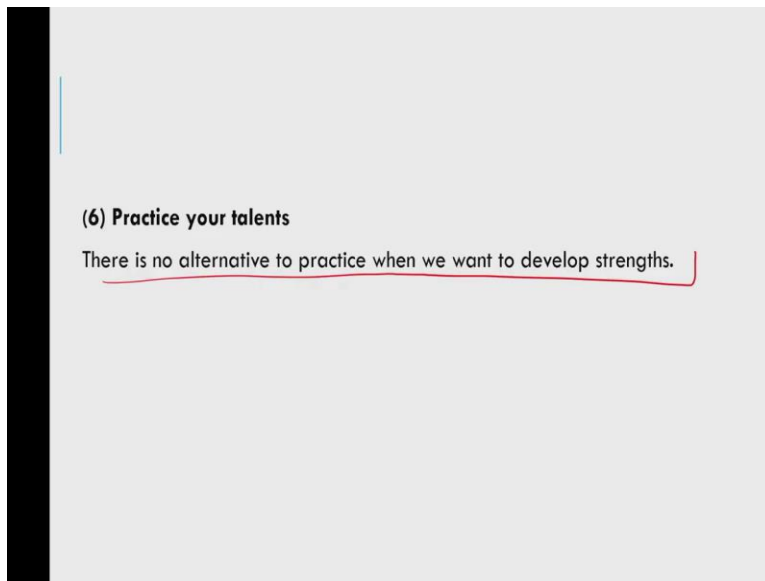
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(5) Reliving your success helps you develop strengths

Success generally comes with the use of our talents. Therefore, reliving them helps you to recognize your talents and give confidence in using and building them.

The fifth step is to relive your success. It helps you grow strengths by reliving your accomplishments, whatever successes you may have had in the past by using your strengths, reliving them, remembering them, and motivating you to use your strengths more and achieve more in your life. As a result, success is frequently associated with the use of talent. As a result, the majority of our success in life has come from utilizing our talents and strengths. As a result, releasing them can sometimes assist you in recognizing your talents. It provides you more energy and concentration on your talents, as well as confidence in using them because you have used them successfully in the past. As a result, you will be more likely to use them in the future.

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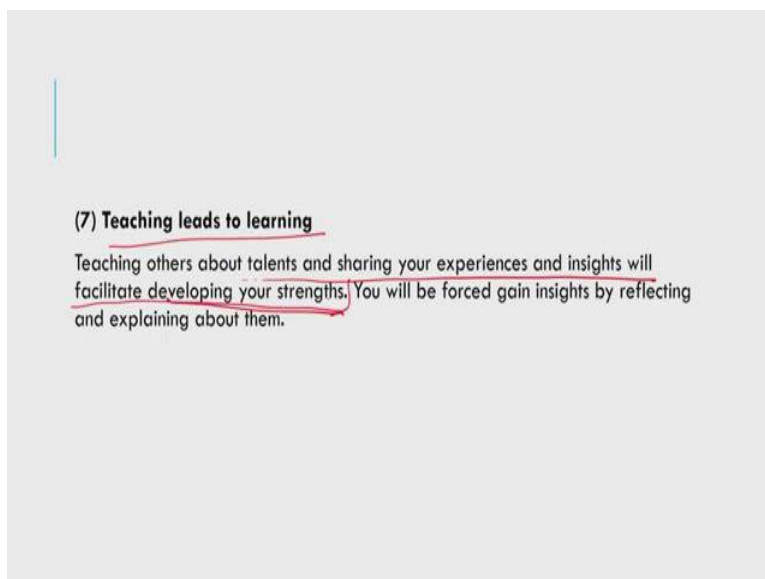


(6) Practice your talents

There is no alternative to practice when we want to develop strengths.

Sixth, practice your talent; obviously, this is true in all aspects of life; there is no substitute for practice when it comes to developing strengths or anything else in life, for learning, for everything. So, if you have certain talents or strengths, utilize them more and more in your life, in various settings, for various aims, and for the achievement of various goals; the more you use them, the more probable your talents will develop into strengths.

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(7) Teaching leads to learning

Teaching others about talents and sharing your experiences and insights will facilitate developing your strengths. You will be forced gain insights by reflecting and explaining about them.

Finally, teaching can lead to learning. If you have certain talents, you can teach those skills, talents, and strengths that you have developed through your life experience to others. This can help you develop more and more since you will get feedback from other people and see other people. And this will provide you with more information and assist you in identifying and developing your own abilities. As a result, teaching others about their talents and sharing your own experiences and ideas will help you build your own strengths. You'll be forced to discover insights through reflection and explanation. As a result, you must reflect on them and discuss them while teaching. As a result, you will be able to grow your own strength more easily. So, these are some of the ways in which you may cultivate your abilities, nourish them, and turn them into a source of strength in your life that can assist you in achieving your life objectives and making your life more satisfying, satisfying, and more fulfilling. At the very least, this is what research indicates.

So, these are some of the key concepts related to strengths. So, we had two lectures, one of which covered the VIA character strengths classification system. We also discussed Gallup's strengths finder in today's session, where we discussed strengths in terms of talents and how to develop them. So that concludes today's lecture. Thank you very much.