



Character Strengths



Wisdom & Knowledge

Cognitive strengths that entail the acquisition and use of knowledge

Creativity

Thinking of novel and productive ways to do things; includes artistic achievement but is not limited to it.

Coaching Perspective:
"I love to think outside the box with my clients, generating novel and productive—even fun—ways of doing things."

Curiosity

Taking an interest in all of ongoing experience for its own sake; finding subjects and topics fascinating; exploring and discovering.

Coaching Perspective:
"I love to explore all facts of a situation, especially the best situations have to offer, to broaden and build on client strengths."

Perspective

Being able to provide wise counsel to others; having ways of looking at the world that makes sense to oneself and to other people.

Coaching Perspective:
"I love to make sense of experience, both for myself and with my clients, in meaningful and purposeful ways."

Love of Learning

Mastering new skills, topics, and bodies of knowledge, whether on one's own or formally; obviously related to strength of curiosity but goes beyond it to describe systematically to what one knows.

Coaching Perspective:
"I love to learn new things and assist my clients in learning new things, building on what we know now to master unknown skills, topics, and bodies of knowledge in the future."

Open-Mindedness

Thinking things through and examining them from all sides; not jumping to conclusions; being able to change one's mind in light of evidence; weighing all evidence fairly.

Coaching Perspective:
"Instead of jumping to conclusions, I love to think things through, adopt different perspectives with my clients, examining them from all sides with no urgency."



Courage

Emotional strengths that involve the exercise of will to accomplish goals in the face of opposition, external or internal

Bravery

Not shrinking from threat, challenge, difficulty, or pain; speaking up for what is right, even if there is opposition; acting on convictions, even if unpopular; includes physical bravery but is not limited to it.

Coaching Perspective:
"I am willing to speak the truth in love, holding my clients feet to the fire even when it may be uncomfortable."

Integrity

Speaking the truth and more broadly, presenting oneself in a genuine way; being without pretense; taking responsibility for one's feelings and actions.

Coaching Perspective:
"I seek to be genuine in all my communications with clients, especially when I sense there may be feelings, needs, and desires below the surface that want to be spoken."

Persistence

Finishing what one starts; persisting in course of action in spite of obstacles; "getting it out the door"; taking pleasure in completing tasks.

Coaching Perspective:
"I hang in there with my clients until we get the job done. Nothing is impossible; some things just take a little longer."

Vitality

Approaching life with excitement and energy; not doing things halfway or halfheartedly; living life as an adventure; feeling alive and activated.

Coaching Perspective:
"I love life, and I do everything, including coaching with excitement and energy. Life is an adventure that I seek to live and share with full engagement. People find that to be infectious."

Transcendence

Strengths that forge connections to the larger universe and provide meaning and purpose



Appreciation of Beauty and Excellence

Noticing and appreciating beauty, excellence, and/or skilled performance in all domains of life, from nature to art, to mathematics and science, and to everyday experience.

Coaching Perspective:
"My clients never cease to amaze me. I love to acknowledge their beauty, excellence and skill. No matter where they are on the journey, there is always something to celebrate and relish."

Hope

Expecting the best in the future and working to achieve it; believing that a good future is something that can be brought about.

Coaching Perspective:
"I always believe in my client's ability to become their best self. I know that self is in them, no matter what, and I love to bring it out in all its fullness."

Gratitude

Being aware of and thankful for the good things that happen; taking time to express thanks.

Coaching Perspective:
"I bring an 'attitude of gratitude' to life that my clients usually pick up on and come to share. What a gift to be alive, to work together, and to learn new ways to experience well-being!"

Spirituality

Having coherent beliefs about the higher purpose and meaning of the universe; knowing where one fits within the larger scheme; having beliefs about the meaning of life that shape conduct and provide comfort.

Coaching Perspective:
"I see my clients as participating in a much larger narrative that includes the purpose and meaning of the universe. I love to make that connection with my clients and to watch the mysteries unfold."

Humor

Liking to laugh and tease; bringing smiles to other people; seeing the light side; making (not necessarily telling) jokes.

Coaching Perspective:
"There's no shortage of laughter when it comes to my coaching sessions. I love to make learning fun, enjoyable, and meaningful. We even learn to laugh at our mistakes along the way."

Character Strengths (Cont.)



Justice

Civic strengths that underlie healthy community life

Citizenship

Working well as a member of a group or team; being loyal to the group; doing one's share.

Coaching perspective:

"My clients always come first and think of me as being on their team. I love to be their partner in facilitating growth."

Leadership

Encouraging a group, of which one is a member, to get things done while at the same time maintaining good relations within the group; organizing group activities and seeing that they happen.

Coaching perspective:

"I model being a leader in my work and personal lives, and I demonstrate my leadership with my clients by encouraging and supporting them to be leaders in their lives."

Fairness

Treating all people the same according to notions of equality and justice; not letting personal feelings bias decisions about others; giving everyone a fair chance.

Coaching perspective:

"It's not my agenda, but my client's agenda, that counts. I leave my personal opinions out of the equation as I seek to model fairness in all my dealings."



Humanity

Interpersonal strengths that involve caring and supporting others

Love

Valuing close relations with others, in particular those in which sharing and caring are reciprocated; being close to people.

Coaching perspective:

"I love to feel close to people and be in mutually supportive relationships. Warmth is a signature of my coaching style."

Social Intelligence

Being aware of the motives and feelings of other people and oneself; knowing what to do to fit into different social situations; knowing what makes other people tick.

Coaching perspective:

"I can easily understand and navigate people's feelings, needs, and desires (including those beneath the surface). People say I 'connect with respect,' the hallmark of my coaching."

Kindness

Doing favors and good deeds for other; helping them; taking care of them.

Coaching perspective:

"I love to help people and do nice things for them. I often reach out to my clients in special and caring ways that touch the heart."

Temperance

Strengths that protect against excess



Forgiveness & Mercy

Forgiving those who have done wrong; giving people a second chance; not being vengeful.

Coaching perspective:

"My clients never cease to amaze me. I love to acknowledge their beauty, excellence, and skill. No matter where they are on the journey, there is always something to celebrate and relish."

Humility

Letting one's accomplishments speak for themselves; not seeking the spotlight.

Coaching perspective:

"Although I 'walk the talk' when it comes to my own path of development, I never call attention to myself or put myself up on a pedestal. We're all learners in my book."

Prudence

Being careful about one's choices; not taking undue risks; not saying or doing things that might later be regretted.

Coaching perspective:

"I love to design doable strategies with clients. I want my clients to be successful, and that requires setting goals that are specific, measurable, actionable, realistic, and timed."

Self-Control

Regulating what one feels and does; being disciplined; controlling one's appetites and emotions.

Coaching perspective:

"Silence is my friend. I love to take my time, to think through my thoughts and feelings, and then say just the right thing at just the right time to move my clients forward. I also am a role model for self-regulation in my personal wellness."

Being Skills Tied to Strengths

When a coach is relying on their strengths, it is easier to access the being skills that support a strong, connected, and authentic coaching relationship. The good news is that **strengths and being skills are connected:**

Mindfulness

is related to Self-regulation, bravery, integrity, perspective, citizenship, and social intelligence.

Empathy

is related to Social intelligence, self-regulation, love, curiosity, open-mindedness, perspective, forgiveness and mercy, and spirituality.

Warmth

is related to Vitality, love, social intelligence, kindness, gratitude, forgiveness and mercy, and humility/modesty.

Affirmation

is related to Appreciation of beauty and excellence, gratitude, kindness, hope, creativity, and perspective.

Calm

is related to Spirituality, bravery, integrity, open-mindedness, perspective, self-regulation, and prudence.

Zest

is related to Vitality, humor, gratitude, curiosity, love of learning, bravery, persistence, and appreciation of beauty and excellence.

Playfulness

is related to Humor, curiosity, creativity, vitality, hope, spirituality, and perspective.

Courage and Authenticity

are related to Integrity, bravery, social intelligence, fairness, and persistence.