

MODULE 2. COACHING TOOLS



VIA SURVEY – TEST OF CHARACTER AND STRENGTH



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VIA SURVEY – TEST OF CHARACTER AND STRENGTH

The following test will help you identify your character strengths. Please answer each question according to your feelings and behaviors. Select one of the answers to each question that best describes you.

Response scale:

-  1 – Not at all
-  2 – Probably not
-  3 – Neutral
-  4 – Probably yes
-  5 – Always

1.  2.  3.  4.  5. 

1. I can smile, even in difficult situations.
2. I always try to help others.
3. I often take time to reflect on my own actions and attitudes.
4. I believe that every person deserves respect.

| | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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1. 2. 3. 4. 5.

5. I can focus on one task for a long time.

6. I like new experiences and adventures.

7. I always strive to help others achieve their goals.

8. I like meeting new people and establishing contacts with them.

9. I always try to think positively, even in difficult situations.

10. I like experimenting and trying new things.

11. I am grateful for what I have in life.

12. I like to plan my activities in advance.

13. I often try to understand other people's perspectives.

14. I am happy about other people's success.

15. I can find harmony between work and private life.

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| | 1. | 2. | 3. | 4. | 5. |
|-------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 16. I often take initiative in solving problems. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. I like listening to others and learning their stories. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. It is important to me to always be honest and reliable. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 19. I like working with others in a team. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 20. I am often creative and inventive. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

RESULTS:

After completing the test, count the total points for each question and assign the results to the five highest values. Each of these values corresponds to a specific aspect of your character.

Power 1: The power of positive thinking

- Questions: 1, 9, 11, 15, 19

Power 2: Empathy and Compassion

- Questions: 2, 13, 14, 17

Power 3: Initiative and Innovation

- Questions: 6, 7, 10, 16, 20



Power 4: Collaboration and Teamwork

- Questions: 8, 12, 17

Power 5: Optimism and Positive Thinking

- Questions: 1, 9, 11, 14

Power 6: Planning and Organization

- Questions: 5, 12

Power 7: Gratitude and Appreciation

- Questions: 11, 19

DESCRIPTION OF POWERS



Strength 1: The Power of Positive Thinking Strength

Description - Your score indicates that you have a strong tendency to think positively even in difficult situations. You believe in the possibility of success and always try to see the positive sides of life.

Application to Professional Life - Your ability to think positively can help you cope with stress and professional challenges. You can inspire others and help build an optimistic work environment.

Development Recommendations - Continue to practice positive thinking, but also remember to maintain a healthy balance so as not to ignore realistic challenges.



Empatia

Strength 2: Empathy and Compassion Strength

Description - Your score indicates that you have a strong capacity for empathy and compassion. I always try to understand other people's perspectives and offer support in difficult situations.

Application in Professional Life - Your empathy allows you to be an effective leader and a good colleague. You can build strong relationships with people around you, which can be extremely valuable in teamwork.

Development Recommendations - Continue to develop your empathy by actively listening and supporting others. However, remember to maintain a healthy balance between compassion and maintaining your own boundaries.

INNOVATION

Strength 3: Initiative and Innovation Strength

Description - Your score indicates that you have strong initiative and tendency to look for new solutions. You are always ready to take action and face new challenges.

Application in Professional Life - Your initiative allows you to be a leader in achieving your goals and problem solving. You are able to generate new ideas and creative solutions, which can benefit both individual and team work.



Development Recommendations - Continue to develop your initiative by engaging in projects and taking on new challenges. Remember to maintain a balance between initiative and coordination of team activities.

COOPERATION

Strength 4: Collaboration and Teamwork Strength

Description - Your score indicates that you have a strong ability to collaborate and work in a team. You are able to communicate effectively with others and achieve goals through cooperation and partnership.

Application to Professional Life - Your ability to collaborate makes you a valuable team member and the ability to work effectively with a variety of people. You can be an inspiration for others in building a team organizational culture.

Development Recommendations - Continue to develop your collaboration skills through active participation in team projects and communication training. Remember to maintain a balance between cooperation and individual initiative.



OPTIMISM

Strength 5: Optimism and Positive Thinking Strength

Description - Your score indicates that you have a strong tendency to think positively and see the bright side of life. You always try to see the positive aspects even in difficult situations.

Application to Professional Life - Your positive attitude can benefit you in dealing with stress and professional challenges. You can be a source of motivation for others and help maintain an optimistic work environment.

Development Recommendations - Continue to practice positive thinking, but also remember to maintain a healthy balance so as not to ignore realistic challenges. Remember that optimism should be supported by actions and concrete solutions to problems.

planning

Strength 6: Planning and Organisation Strength

Description - Your score indicates that you have a strong ability to plan and organise your activities. You can manage time and resources effectively, which allows you to achieve your goals.

Application in Professional Life - Your planning and organisation skills can be very valuable in project management and achieving professional goals.



You can be a leader in creating effective strategies and action plans.

Development Recommendations - Continue to develop your planning and organization skills by systematically setting goals and creating personalised action plans. Remember about flexibility and ability to adapt in a dynamic work environment.

GRATITUDE

Strength 7: Gratitude and Appreciation Strength

Description - Your score indicates that you have a strong ability to appreciate what you have in life and be grateful for the blessings you have received. You are able to see the positive aspects of life and be grateful for each day.

Application in Professional Life - Your gratitude can contribute to building a positive work environment and increasing motivation among employees. You can be an inspiration to others in cultivating gratitude and appreciating everyday successes.

Development Recommendations - Continue to practice gratitude by consciously appreciating the little things in life. Remember that gratitude can be a driving force for further development and achieving new goals.

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Your score on the VIA Survey may indicate several character strengths that may be crucial to your professional and personal success. Remember that each of these powers has its own unique contribution to your life and can be a source of development opportunities. Use this information to better understand yourself and continue your personal and professional development.