



Personal Leadership Development Challenge

Part 3: Strengths Assessment

There is a brief video describing the activity, and a student document with details and examples (see below).

Your role

- Assign video to students to watch
- Tell students whether they are taking the Brief Strengths Survey, or the longer one (24 questions vs. 240 questions).
- The surveys are part of a University of Pennsylvania set of assessment tools. Students will be asked for basic information, which will not be shared.
- Send student supporting document to students. The assignment is detailed in the student document (copied below).
- If you want them to continue with the Group Discussion, or just continue the activity, you will need to let them know that is part of their assignment.
- You can also choose to change the assignment.

Copy of Student Document

Strengths Assessment

A strengths assessment is a series of questions that you will answer, and then get scores based on those answers. It's NOT a test! It's simply a way for you to measure your strengths, and then you can make decisions about which parts of your life you are happy with, and which parts need work.

There are free assessment tools on the University of Pennsylvania's website. Go to <https://www.authentichappiness.sas.upenn.edu/testcenter>. Click on Account, and then Register, and enter your info. Then select Questionnaires.

Scroll down to the Engagement Questionnaires section. You can choose the VIA Survey of Character Strengths. It's 240 questions, so it will definitely take a few minutes to complete! You could also do the Brief Strengths Test, which is only 24 questions, but it doesn't give you the detailed results that the longer test does. Talk to your advisors, and see which one they want you to do.

Assignment

Complete the survey. Once you look at your results, think about what you do well.

1. List your top 5 strengths.
2. List two areas that could use some work.

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3. Then think about your friends and family, and list the top 5 strengths you think they would choose for you, and the two areas they would choose for you to work on.
4. Finally, relate this to leadership.
5. Using your top 5 strengths, list two ways each one could be used in a leadership role, and then list two leadership areas to work on.

See examples below.

Group discussion

If your advisor wants to continue the activity, or turn it into a group discussion, think about yourself as a leader.

1. How would the others in your group describe you?
2. Would they want to work for you?
3. Given this year's obstacles, how will your strengths help you overcome difficulties, and where are the areas you might struggle?

See examples below.

Examples:

My Top 5 Strengths

- *Integrity*
- *Fairness*
- *Kindness*
- *Listening Skills*
- *Organization*

Areas that need work

- *Empathy*
- *Apologizing when I'm wrong*

Family and friends list about me

- *Organization*
- *Work ethic*
- *Community service*
- *Bravery*
- *Toughness*

Areas that need work

- *Apologizing when I'm wrong*
- *Listening without arguing*

My top 5 strengths related to leadership

Integrity – no cheating (ever!), conceding defeat in a competition gracefully (an event, or an election)



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Fairness – giving credit where it's due in a team activity, understanding other people's time commitments

Kindness – being nice to awkward people, taking the time to listen even when I'm not interested

Listening Skills – actually listening, rather than thinking about my point of view when someone else is talking, not always jumping in first in a conversation

Organization – managing large events with complex details, planning all the details for budgeting a fundraiser

Things to work on

Giving people more credit – it might not be the way I would do it, but it's still getting done

Getting behind other people's ideas – I'm not the only one with good ideas

Group discussion – continuation of activity

Team description

- *Bossy*
- *Organized*
- *Overconfident*
- *Tough*
- *Good listener*

I think people would want to work for me, because we would get things done and they would be good, but they would also get frustrated with me on a regular basis.

I think my organizational skills will help me the most this year, making sure everything gets done on time, even without all of the structure of a normal year.

I think I will struggle getting people to relate to me, or relating to them, because discussions over Zoom just aren't the same as being able to communicate in person.