What’s making this change possible?
The Strengths Lab 2019 Workplace Survey found that people are more likely to have the opportunity to use their strengths – the things they are good at and enjoy doing – when they:

- Can name their top five strengths
  Workers who know their strengths well are **8x more likely** to use their strengths each day.

- Have strengths conversations with their leaders
  Workers whose leaders are having meaningful strengths conversations with them are **5x more likely** to use their strengths each day, compared to workers whose faults are being pointed out to them.

- Are aware of their colleagues’ strengths
  Workers who are aware of the strengths of their boss and colleagues, and use these to manage their work, are **4x more likely** to use their strengths each day than those who don’t give a thought to what others do best.

- Feel psychologically safe in their team
  Workers who feel that their team is a safe place to bring up problems, be honest about mistakes, and share ideas are nearly **2x more likely** to use their strengths each day.

- Work in organizations committed to building their strengths
  Workers in organizations that are committed to building their strengths are **6x times more likely** to use their strengths each day, compared to workers in organizations that believe they should just feel happy to have a job.

What are the benefits of being strengths focused in workplaces?
Workers who had the opportunity to use their strengths each day reported:

- **Heightened engagement**
  7x more likely to feel very engaged in their work.

- **Better performance**
  3x more likely to be performing very well in their work.

- **More job satisfaction**
  7x more likely to be very satisfied with their job.

- **Higher wellbeing**
  4x more likely to be consistently thriving.

To learn more visit thestrengthslabs.com/report
1. **People who use their strengths more are happier.** Studies have found they report lower levels of depression, higher levels of vitality and good mental health (Seligman et al., 2005; Gander et al., 2012; Mitchell, et al., 2009).

2. **People who use their strengths more experience less stress.** Studies have found they report higher levels of positivity; and in particular the character strengths of kindness, social intelligence, self-regulation, and perspective, appear to create a buffer against the negative effects of stress and trauma (Wood et al., 2010; Park & Peterson, 2009; Park, Peterson & Seligman, 2004).

3. **People who use their strengths more feel healthier and have more energy.** Studies have found that greater endorsement of character strengths is associated with a number of healthy behaviors including leading an active life, pursuing enjoyable activities, and eating well (Proyer et al., 2013; Park, Peterson & Seligman, 2004).

4. **People who use their strengths more feel more satisfied with their lives.** Studies have found individuals who are satisfied with life are good problem-solvers, show better work performance, tend to be more resistant to stress and experience better physical health (Park, Peterson & Seligman, 2004; Proyer et al., 2011; Buschor, Pryoer & Ruch, 2013; Brdar & Kasdan, 2010; Proyer, Ruch & Buschor, 2012; Gallup, 2013a; Rath, 2007; Harter, Schmidt & Keyes, 2003).

5. **People who use their strengths more are more confident.** Studies have found that both strengths knowledge and strengths usage are significantly associated with self-efficacy, self-esteem, self-acceptance and self-confidence (Govindji & Linley, 2007; Minhas, 2010; Hodges & Harter, 2005).

6. **People who use their strengths more experience faster growth and development.** Studies have found that positive self-monitoring and strengths building are particularly suited to circumstances when you’re learning something new, something difficult, or something perceived as difficult (Kirschenbaum, et al., 1982).

7. **People who use their strengths more are more creative and agile at work.** Studies have found that the feelings of authenticity, vitality and concentration created by developing strengths, help people to better adapt to change, engage in more creative and proactive behaviors, pay more attention to detail, and work harder (Dubreuil, Forest, & Courcy, 2013; Harzer, & Ruch, 2014).

8. **People who use their strengths more feel more satisfied and experience more meaning in their work.** Studies have found that people who use four or more of their top character strengths at work are more likely to experience job satisfaction, pleasure, engagement and meaning in their work (Littman-Ovadia, & Steger, 2010; Wrzesniewski, et al., 1997, Harzer, & Ruch, 2012; Harzer, & Ruch, 2013; Peterson, et al., 2010; Littman-Ovadia, & Davidovitch, 2010).

9. **People who use their strengths more are more engaged in their work.** Studies have found that employees who have the opportunity to regularly use their strengths at work each day are up to six times more engaged in what they’re doing (Minhas, 2010; Gallup, 2013b; Gallup 2013c; Clifton & Harter, 2003; Crabb, 2011).

10. **Managers who focus on people’s strengths experience improved team performance and greater success.** Studies have found that leaders who focus on the strengths of employees benefit from lower levels of staff turnover, higher levels of productivity, more satisfied customers and greater profitability (Corporate Leadership Council, 2004; Hodges, & Asplund, 2010; Clifton & Harter, 2003; Harter, Schmidt, & Hayes, 2002).

Source: McQuaid & Lawn (2014) Your Strengths Blueprint: how to be engaged, energized and happy at work. Melbourne, Australia: Michelle McQuaid Pty Ltd.
REFERENCES


Gander, F., Proyer, R. T., Ruch, W., & Wyss, T. (2012). The good character at work: An initial study on the contribution of character strengths in identifying healthy and unhealthy work-related behavior and experience patterns. International Archives of Occupational and Environmental Health, 85(8), 895-904


