



# Your Strengths at Work

The Path to Engagement

**VIA Professional™**

**VIA Premier™**

**Participant Guide**



**A letter from Dr. Neal H. Mayerson,  
Chairman of the VIA Institute on Character**

Welcome!

As a participant of VIA Premier™ *Your Strengths at Work: The Path to Engagement* you will have the opportunity to learn powerful principles that will help you develop an awareness, alignment, and appreciation of your character strengths and the character strengths of others, leading to more fulfillment in your lives and the lives of others you touch. In developing these skills, you will be better able to take advantage of your strengths and the strengths of your colleagues at work and in every other area of life.

Participate fully in this Workshop. Take risks, ask questions, and learn as much as you can from your fellow participants. This experience will play a significant role in your ability to find fulfillment in the future.

I wish you great success in developing an awareness, alignment, and appreciation of your strengths.

Sincerely,

Dr. Neal H. Mayerson  
Chairman

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# YOUR STRENGTHS AT WORK

## The Path to Engagement

### Workshop Agenda

#### Morning

9:00 am – 12:30 pm

#### Module 1 Strengths Business Case

- Engagement vs. Disengagement
- What Human Beings Want
- What are Character Strengths?
- The Science of Character Strengths

#### Break – 15 min

#### Module 2 Aware

- 24 Character Strengths
- VIA Distinctions
- Signature and Situational Strengths
- 360 Perspective
- Overuse vs. Underuse
- The Golden Mean

#### Lunch

12:30 pm – 1:30 pm

#### Afternoon

1:30 pm – 5:00 pm

#### Module 3 Align

- Where Do I Fit Best?
- Individual Differences
- Work as a Calling
- Where to Connect
- The Smart Swarm
- Strengths Collisions

#### Break – 15 min

#### Module 4 Appreciate

- Upward Spiral
- Positive Contagion
- Strengths Spotting
- Strength to Strength: How to Appreciate

#### Close

5:00 pm