

RAFT

Resilience for
Advocates through
Foundational Training®

Building Blocks to Resiliency Series: Strengths in Decision-Making

RAFT VIRTUAL TRAINING WORKBOOK



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ABOUT RAFT

RAFT supports organizations and advocates to cultivate human-centered workspaces through foundational wellness practices, resources, and training to build resilience and promote a healthier gender-based violence advocacy ecosystem.

VIRTUAL TRAINING OBJECTIVES

In this 2-hour workshop you will learn how to identify your strengths and how to use them when making decisions in your work and personal life.

Learn how your innate strengths mitigate stress and help you to navigate self and team decisions

You will:

- ★ Identify your own unique strength profile
- ★ Determine how to use your top 5 strengths to increase self-empathy
- ★ Utilize your strengths within your organization and in your life.

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Staying Positive

Positive thinking helps us be more optimistic, face obstacles and challenges, and become more resilient to stress. If we focus on the good things about ourselves and our lives, then we are more likely to see the light at the end of the tunnel during difficult times.

“Positive psychology is not about denying difficult emotions. It’s about opening to what is happening here and now, and cultivating and savoring the good in your life.” — Ron Siegel

Focusing on our strengths, the best aspects of ourselves, is pivotal in shifting our perspective on our lives, capabilities, and possibilities.

Benefits of Recognizing Your Strengths

- ★ **Efficient Problem-solving/decision making** – using strengths to make decisions leads to more efficient problem solving and a positive impact on well-being. Using your strengths for decision making can help reduce the stress around the situation, to a level where you can deal with it, and build resilience towards that stress in future situations.
- ★ **Enhanced well-being** – using one’s strengths contributes to greater well-being and lower psychological distress.
- ★ **Self-acceptance** – using one’s strengths helps us look past our perceived deficiencies and know that we are enough
- ★ **Greater happiness** – identifying and utilizing core strengths can improve positive affect and boost life satisfaction
- ★ **Improved Mental Health** – using one’s strengths plays a role in reducing depression
- ★ **Positive Work Experiences** – the more signature strengths are put into action at work the higher people’s positive subjective experiences of work are, regardless of the nature of that work.
- ★ **Positive Affect at School** – using character strengths leads to positive moods at school, and overall academic achievement as well as dealing with negative affects at school.

Identifying Your Character Strengths

Character Strengths are the positive parts of your personality that impact how you think, feel, and behave. You possess all 24 character strengths in different degrees, giving you a unique character strengths profile.

Use the link to take the VIA Character Strengths Survey:

<https://www.viacharacter.org/survey/account/register>

When complete list your top five strengths below:

1.

2.

3.

4.

5.

Journaling Exercise

Think of a decision you made in the past, of light to medium intensity, that did not get the result you wanted. Revisit that decision, but this time, use some, or all of, your top 5 strengths in making that decision. Journal on your own or use the following guiding questions:

What was the decision you made that did not get the result you wanted? What was the outcome of that decision?

Example: I wanted to participate in creating our organization podcast. I signed up for a small task that would fit in my schedule. When I tried to work on the task, I noticed myself avoiding it.

Which of your five strengths could you apply to how you view the decision you had to make?

Example: I could have considered my "creativity" strength when trying to decide how to get involved with the podcast.

How would using your strengths have resulted in a different decision, and a different possible outcome to this scenario?

Example: Instead of choosing a solo, data entry task, I could have participated by developing the podcast outline, recording the podcast, or even creating marketing materials. These tasks would have been more enjoyable for me because they utilize my strengths in "creativity" and "love" and "zest."

How can you set boundaries to protect your strengths and not deplete yourself?

Example: Noticing when I feel my "love" strength is not being reciprocated/respected.

Small Group Discussion

What is a common challenge, of light to medium intensity, that you face at work?

Example: I am working way too many hours to also spend time with my family and take care of my personal health. I'm afraid to ask for time off because I think we're all in the same situation. The whole organization is short-staffed.

How can you use one of your personal strengths to help with this situation?

Example: I could use my "fairness" strength to introduce the discussion at a team meeting. I would suggest a process that allows everyone equal time off.

How could you use the strengths of your team members to help with this situation?

Example: My organization is full of strengths. I could ask my coworker with the "zest" strength to support my idea in the team meeting. We would rely on our coworkers with strength in "judgment" to draft the time-off process.