

# Values in Action (VIA) Survey

The Values in Action (VIA) Survey is a questionnaire and profiling tool to help you identify your 'character strengths'. The VIA classification system describes 24 character strengths that are thought to be the fundamental building blocks of character. Character strengths are defined as different ways of thinking, feeling, and behaving that enable people to live and work at their best. Completing the VIA questionnaire will help you identify and build on your strengths.

The questionnaire takes about 15 minutes to complete and will list your character strengths in priority order. The rest of this document tells you more about the process and answers some frequently asked questions.

## Is the VIA Survey a test?

The VIA-IS is not a test in the conventional sense; there are no right or wrong answers. The questionnaire is designed to help you identify your key strengths, including qualities such as courage, leadership, honesty, kindness and creativity. If we are aware of these strengths we can apply them more effectively for greater performance and fulfilment in work and outside of work.

## What do I do with the results?

Your VIA Survey results are for you. The results provide a lot of insight so you can review and maybe change how you work. The thinking behind it is that if you are more self-aware and working to your strengths you'll feel happier, more able to cope with the unexpected and potentially more productive. You'll then be in an even better position to meet the demands of work and life. There are no predefined goals for this process so you are free to focus on whatever areas you wish during the workshop.

## Will any information be shared with anyone else apart from your trainer?

No. Your personal VIA Survey results are exactly that; they're yours and remain private to you. Your trainer is the only other person who will see your results.

## How do I complete the VIA-IS Profile?

1. Click on the following link: <http://thrivetraining.pro.viasurvey.org>
2. Read the introductions at the top of the screen
3. Choose a username and password and enter these details into the electronic form
4. Click on the 'Register' button and you'll be able to complete the questionnaire