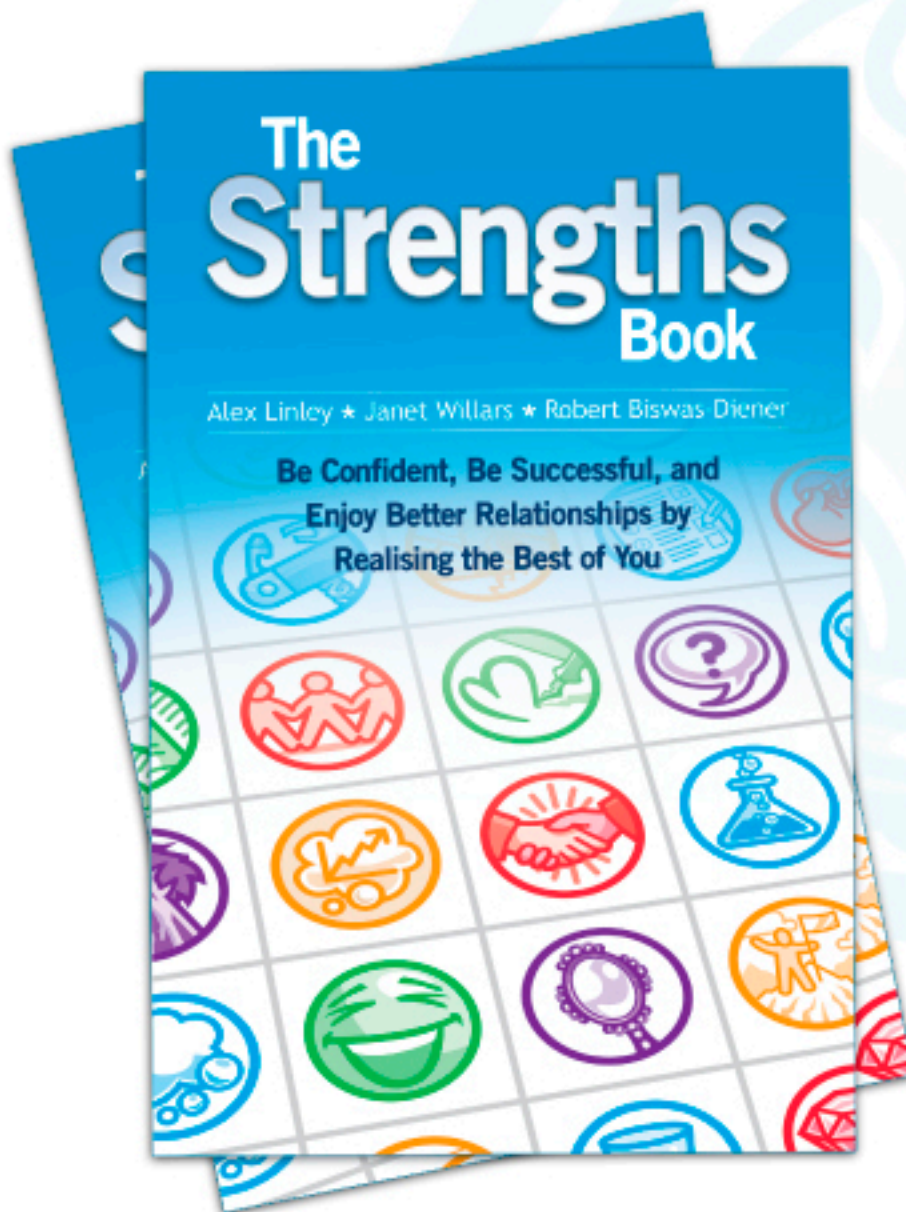


This is an approved excerpt from:

The Strengths Book: Be Confident, Be Successful, and Enjoy Better Relationships by Realising the Best of You

by Alex Linley, Janet Willars and Robert Biswas-Diener, published by CAPP Press.



To order your own copy of The Strengths Book please visit: www.amazon.co.uk or other online or traditional book retailers.

For more information about CAPP and our work in Strengthening the World please visit us at www.strengths2020.com



The Strengths Book

*Be Confident, Be Successful, and Enjoy
Better Relationships by Realising the
Best of You*

Alex Linley
Janet Willars
Robert Biswas-Diener

With contributing authors
Nicky Garcea
Martin Stairs

CAPP PRESS

The Venture Centre
University of Warwick Science Park
Coventry CV4 7EZ
United Kingdom
Tel: +44 (0)24 76 323 363
Fax: +44 (0)24 76 323 001
Email: capp@cappeu.com
Website: www.cappeu.com

CAPP Press is a trading name of the Centre of Applied Positive Psychology Ltd, registered in England and Wales, company number 06802155

First published in the United Kingdom in 2010

© CAPP Press 2010

ISBN: 978-1-906366-09-4 (paperback)

British Library Cataloguing-in-Publication Data

A catalogue record for this book is available from the British Library.

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means (electronic, mechanical, photocopying, recording or otherwise), without either the prior written permission of the publisher, or a licence permitting restricted copying in the United Kingdom issued by the Copyright Licensing Agency Ltd, Saffron House, 6–10 Kirby Street, London, EC1N 8TS. This book may not be lent, resold, hired out or otherwise disposed of by way of trade in any form of binding or cover other than that in which it is published, without the prior consent of the Publisher. Requests for permissions should be directed to the Publisher.

Printed in the United Kingdom

10 9 8 7 6 5 4 3 2 1

It is the policy of CAPP Press to use paper from sources that are SFI (Sustainable Forestry Initiative) and PEFC (Programme for the Endorsement of Forest Certification Schemes) Certified.

Contents

Series Editor's Foreword	12
Preface	13
Part 1: Case Studies in Strengthening	15
Simon Lester: Becoming a Better People Manager	17
Jane Turner: Discovering Herself and Making a Difference	26
Matt Johnson: Striving to be a Good Parent	32
Sara Stewart: Realising the Best of Her Relationships	38
Ashok Shah: Finding a More Rewarding Career after Redundancy	44
Strengths: The Evidence	53
Alex Linley's Top Ten Strengthspotting Tips	54
Part 2: Realise2: Realising the Best of You	57
Realise2: Realising the Best of You	59
Part 3: The Realise2 Strengths	79
How to Use this Strengths Library	81
The Realise2 Strengths	83
Action	84
Adherence	86
Adventure	88
Authenticity	90
Bounceback	92
Catalyst	94
Centred	96
Change Agent	98
Compassion	100
Competitive	102
Connector	104
Counterpoint	106

Courage	108
Creativity	110
Curiosity	112
Detail	114
Drive	116
Efficacy	118
Emotional Awareness	120
Empathic Connection	122
Enabler	124
Equality	126
Esteem Builder	128
Explainer	130
Feedback	132
Gratitude	134
Growth	136
Humility	138
Humour	140
Improver	142
Incubator	144
Innovation	146
Judgement	148
Legacy	150
Listener	152
Mission	154
Moral Compass	156
Narrator	158
Optimism	160
Order	162
Persistence	164
Personal Responsibility	166
Personalisation	168
Persuasion	170
Planful	172
Prevention	174

Pride	176
Rapport Builder	178
Reconfiguration	180
Relationship Deepener	182
Resilience	184
Resolver	186
Scribe	188
Self-awareness	190
Service	192
Spotlight	194
Strategic Awareness	196
Time Optimiser	198
Unconditionality	200
Work Ethic	202
Strengths Symbology	204
Appendix 1: Strengths: The Scientific Source Material	210
Appendix 2: Sample Realise2 Personal Development Plan	214
Acknowledgements	216
About the Authors	218
Where Next?	220

Bounceback



People strong in Bounceback use setbacks as springboards to go on and achieve even more.

If You Have a Strength in Bounceback...

Whatever the obstacle, setback, or disappointment you come up against, it just makes you more determined to succeed. Following disappointments, you love to pick yourself up very quickly and use setbacks as a springboard to spur you on, to prove yourself and to achieve more than you would have done otherwise.

The Bounceback Catchphrase...

“Knock me down and I’ll come back stronger.”

Meet Carol, strong in Bounceback...

“I’ve been through some real ups and downs in my life, but I’ve always managed to use them to come out fighting. I remember once that I applied for a job that I thought was made for me – I even knew the people involved and spoke to them and got the nod that I was the person they were looking for. But then they gave it to someone else. I was devastated, but in no time at all I’d turned around that disappointment into a drive to do even better. ‘I’ll show you’ I thought – and ever since then, I have – I’ve done better than I could ever imagined, and it feels great when I look back at them and think ‘You could have had this’ but instead, I know I have done it for myself.”

Bounceback Hall of Fame...

- **Lance Armstrong** – American athlete and winner of a record 7 Tour de France cycle races; diagnosed with cancer and surgically treated for brain tumours, but still returned to win an additional five Tour de France races.
- **Paula Radcliffe** – British long distance runner and holder of several world records despite numerous injuries and comebacks.

- **Wilma Rudolph** – First US woman to win three Olympic gold medals in track and field events, doing so despite overcoming infantile paralysis as a result of childhood polio.

Bounceback in Relationships – What Works and What to Watch Out For...

You are likely to look at relationships as a growth experience. You tend to have long-term relationships because you are confident that you can weather short-term conflict and problems. If something doesn't work out as you want in a relationship, you'll bounce back and try again.

Bounceback at Work – Occupations Where You Could Find a Fit...

- Author;
- Firefighter;
- Police officer;
- Social worker;
- Stockbroker.

Bounceback at Play – Leisure Suggestions You Might Enjoy...

- Boxing;
- Chess;
- Golf;
- Triathlon;
- Rock climbing.

But Don't Take It Too Far...Bounceback Overplayed...

Don't become a struggle-seeker, relying on your Bounceback to recover! Your strength in responding positively to setbacks and negative experiences can, if overplayed, lead you to continually put yourself in, or be put in, situations that require you to recover from disappointments or turn things around. Create time to recover and recuperate from challenges. Crucially, set aside time to learn from these experiences, rather than moving straight from one to the next.

Mission



People strong in Mission pursue things which give them a sense of meaning and purpose, always working toward a longer-term goal.

If You Have a Strength in Mission...

You derive great fulfilment from pursuing activities which give your life meaning and purpose. The focus of your purpose could be one – or more than one – of many different things – but whatever it is, you are committed to pursuing it, totally and completely. How you spend your time, the decisions you make, the plans you have for the future – all are aligned to your overriding sense of mission and purpose in life.

The Mission Catchphrase...

“Do what matters – because nothing else does.”

Meet Desmond, strong in Mission...

“I just love to follow my heart and do things which are really worthwhile and which give a real sense of meaning to people’s lives. I am committed to working for the benefit of others, to making their lives more enjoyable and for this enjoyment to be sustainable. This is at the heart of everything I do, and I have to be this way. In this respect, the job I am involved with at the moment absolutely allows me to do this without any restraints. For this reason I just feel so lucky to be working for them and would actually work for them for no pay because it means that much to me.”

Mission Hall of Fame...

- **Camila Batmanghelidjh** – Founder of the children’s charity Kids Company, which works to provide disadvantaged children with better life chances.
- **Anita Roddick** – British businesswoman, environmentalist, and founder of *The Body Shop*, a producer and retailer of cosmetic products that shaped ethical consumerism.

- **Muhammad Yunus** – Founder of Grameen Bank and Nobel Peace Prize Winner.

Mission in Relationships – What Works and What to Watch Out For...

Your sense of mission and commitment to a cause can be fantastic if it is shared by the people in your relationships. If it isn't, though, be mindful that they could be left feeling isolated and out of touch, since your energy and attention will almost always be drawn to the mission you are pursuing. One way of guarding against this could be to make your relationships a focus of your strength in mission...

Mission at Work – Occupations Where You Could Find a Fit...

- Activist;
- Charity worker;
- Priest;
- Scientist;
- Youth worker.

Mission at Play – Leisure Suggestions You Might Enjoy...

- Child advocacy;
- Community activist;
- Environmental activism;
- Volunteering;
- Youth development.

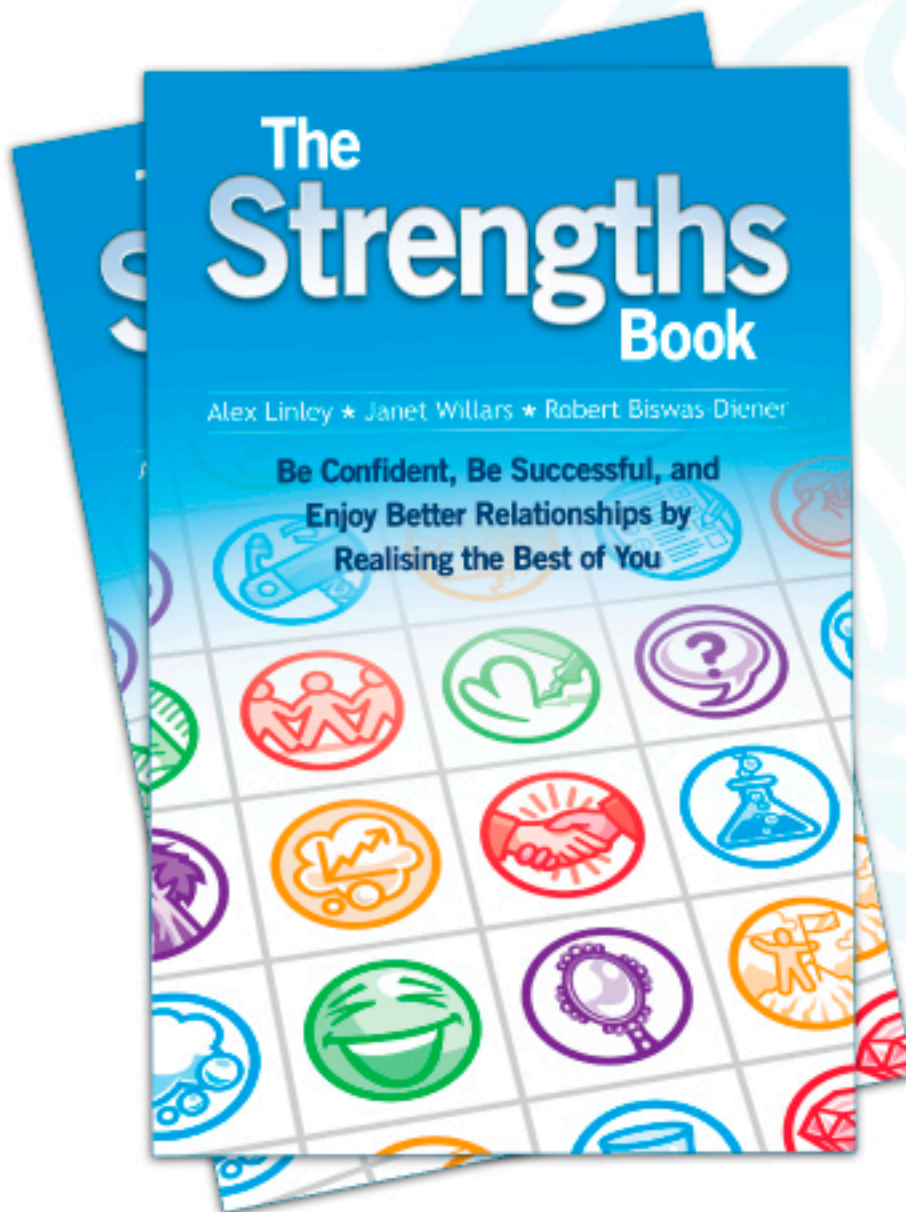
But Don't Take It Too Far...Mission Overplayed...

Don't let your mission be the only mission! Your strength in aligning your plans, your decisions, and your time according to your overriding sense of mission and life purpose can, if overplayed, dominate everything you do. Not everyone will share or support your mission. Know when to contribute to helping others achieve their own mission or life goals. Try to be flexible in not focusing on your own mission to the exclusion of everyone and everything else. Instead, flex your style – and enjoy giving yourself a “mission break” from time to time!

This is an approved excerpt from:

The Strengths Book: Be Confident, Be Successful, and Enjoy Better Relationships by Realising the Best of You

by Alex Linley, Janet Willars and Robert Biswas-Diener, published by CAPP Press.



To order your own copy of The Strengths Book please visit: www.amazon.co.uk or other online or traditional book retailers.

For more information about CAPP and our work in Strengthening the World please visit us at www.strengths2020.com

