



Authoring Your Leadership: Leading From Strength

What would change if you stopped leading around your strengths and started leading from them?

Authoring Your Leadership

Leading from Strength

BEFORE YOU BEGIN

Every leader has a unique set of character strengths — qualities that come naturally, feel energizing when used, and reflect who you are at your core. The VIA Character Strengths assessment is a free, research-backed tool that identifies your 24 character strengths in order — from the ones most central to who you are, to the ones that take more effort to access.

Your top five are known as your signature strengths. These are the qualities that feel most like you — the ones you reach for instinctively, that others may recognize in you even before you name them yourself.

Before working through this tool, take the free VIA assessment at viacharacter.org. It takes about 15 minutes. When you're done, note your top five signature strengths and bring them here.

Because knowing your strengths is one thing. Authoring your leadership from them — consciously, intentionally, in the spaces where it matters most — is something else entirely. That's what this tool is for.

TAKE THE FREE ASSESSMENT FIRST

Visit viacharacter.org and complete the VIA Character Strengths survey before continuing. It takes about 15 minutes. Return with your top five signature strengths and you are ready to begin.

PART ONE

Recognition — Claiming Your Strengths

Enter each of your top five signature strengths below. Then respond to the claiming prompt — not as a summary of what the strength means, but as a personal declaration of what it looks like when it's fully alive in you.

SIGNATURE STRENGTH 01

NAME YOUR STRENGTH

In your own words, what does this strength look like when you're leading from it fully?

YOUR REFLECTION

SIGNATURE STRENGTH 02

NAME YOUR STRENGTH

In your own words, what does this strength look like when you're leading from it fully?

YOUR REFLECTION

SIGNATURE STRENGTH 03

NAME YOUR STRENGTH

In your own words, what does this strength look like when you're leading from it fully?

YOUR REFLECTION

SIGNATURE STRENGTH 04

NAME YOUR STRENGTH

In your own words, what does this strength look like when you're leading from it fully?

YOUR REFLECTION

SIGNATURE STRENGTH 05

NAME YOUR STRENGTH

In your own words, what does this strength look like when you're leading from it fully?

YOUR REFLECTION

PART TWO

The Gap — Where Your Strengths Have Been Waiting

Now look honestly at how you've been using — or not using — your strengths in your leadership and work. These questions look across all five of your signature strengths together. Answer as truthfully as you can.

QUESTION 01

Looking at your five strengths together, how consistently are you bringing them into your leadership and work — and what patterns do you notice?

YOUR REFLECTION

QUESTION 02

Is there a part of you that questions whether these strengths are truly valuable in your leadership and work context? What does that voice say?

YOUR REFLECTION

QUESTION 03

How do others in your organization respond when these strengths show up in you — and how does that response affect how freely you use them?

YOUR REFLECTION

QUESTION 04

Which of your five strengths feels most out of place or underappreciated in your current role or organization — and why?

YOUR REFLECTION

QUESTION 05

What would it look like to lead more fully from your strengths — and what has been stopping you?

YOUR REFLECTION

Activation — Authoring from Your Strengths

This is where insight becomes intention. Let yourself feel the energy of what you've just discovered — and let these questions channel it forward.

QUESTION 01

With everything you've just discovered about your strengths, what feels most alive for you right now?

YOUR REFLECTION

QUESTION 02

How do you want your top five strengths to show up in your leadership and work from this point forward?

YOUR REFLECTION

QUESTION 03

Which strength are you most ready to lead from more boldly — and what's one specific way you'll do that?

YOUR REFLECTION

QUESTION 04

What becomes possible in your leadership when you author it from your strengths rather than around them?

YOUR REFLECTION

QUESTION 05

What do you want to commit to — for yourself, your team, and your leadership — as you step forward from here?

YOUR REFLECTION

A WORD FROM YOUR COACH

Something just happened in you as you worked through this. I've seen it enough times to know — when a leader truly sees their strengths, not as a list on a page but as something real and alive in them, something shifts. The energy changes. The possibilities open up.

What you've just done here is more than a reflection exercise. You've looked at yourself clearly — at what's genuinely yours, what you bring that no one else brings in quite the way you do — and you've begun to see how that changes everything about how you lead.

Your strengths were never the problem. The gap was simply not knowing how to author your leadership from them deliberately. Now you know.

So here's what I want to leave you with: the world doesn't need a lesser version of you, waiting for the right conditions to show up fully. It needs the leader you just described — the one who leads from strength, with intention, on purpose.

That leader is not someone you're becoming. That leader is already you. Now go write the next chapter.