

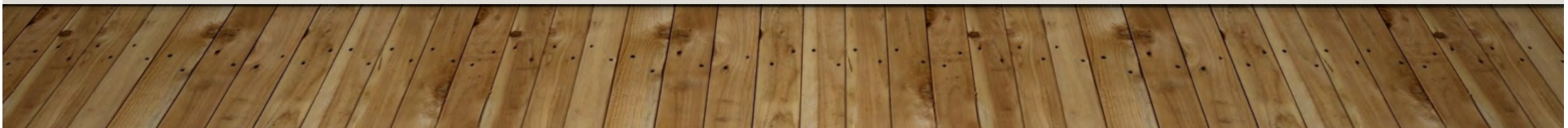


Positive
Psychology
Learning

WAYS INTO WORK

*SUPPORTED EMPLOYMENT- CHANGING LIVES ONE JOB
AT A TIME*

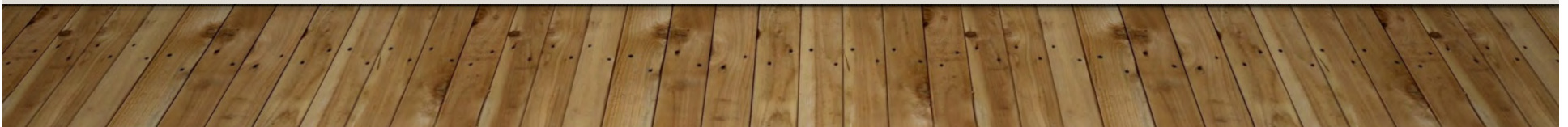
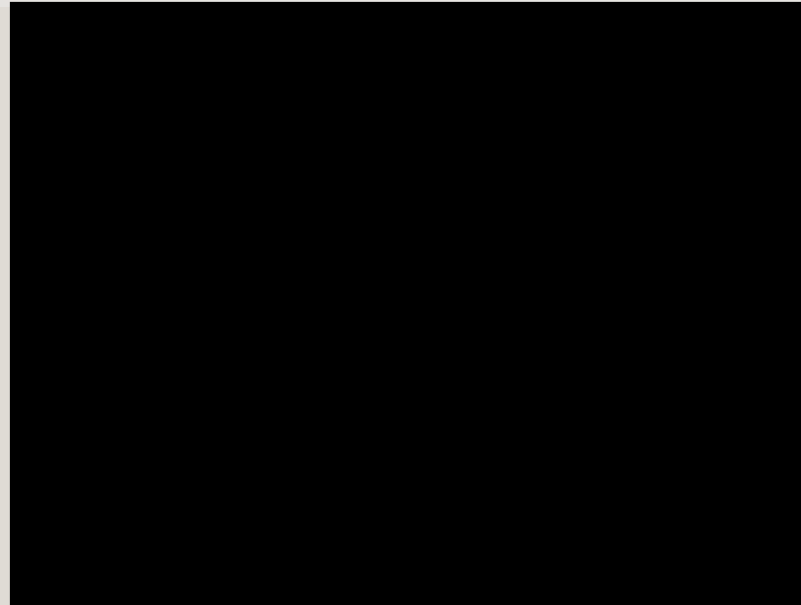
A STRENGTHS APPROACH TO RECRUITMENT



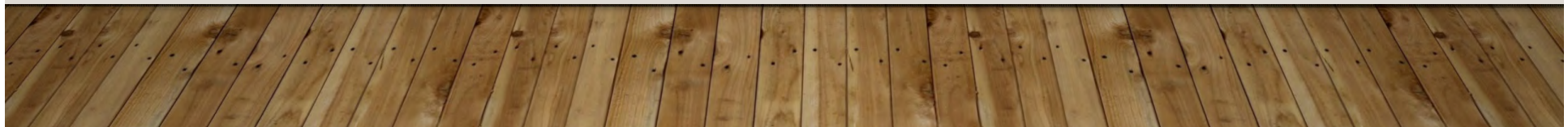
INTRODUCTION

- Laura Davis – Managing Director, Ways Into Work
- Dan Collinson – Director, Positive Psychology Learning

WHAT WE FOCUS ON

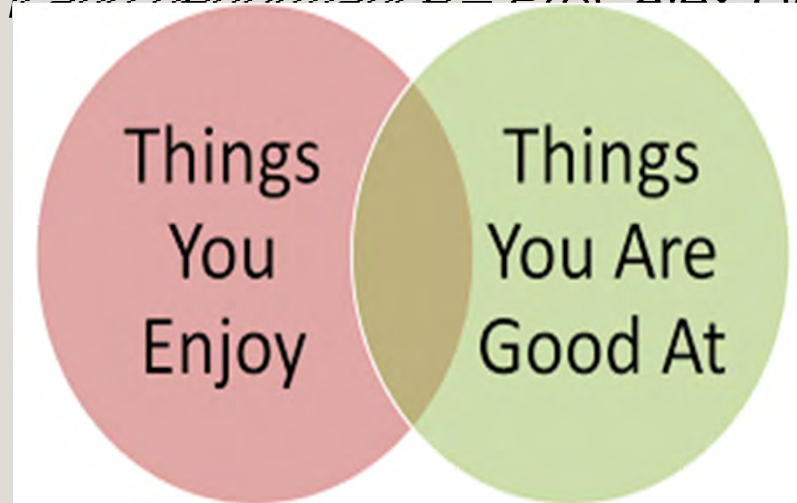


WHAT IS A STRENGTH?



STRENGTH DEFINITION

- *A strength is a pre-existing capacity for a particular way of behaving, thinking, or feeling that is authentic and energising to the user, and enables optimal functioning, development and performance – Prof. Alex Linley*



WHY STRENGTHS CAN BE BENEFICIAL

- Increased focus and engagement
- Greater productivity
- More job satisfaction
- Achieve goals more effectively
- Improved wellbeing
- Better health/less absenteeism
- Closer relationships

VIA CHARACTER STRENGTHS

VIA Classification of Character Strengths www.viacharacter.org



Creativity



Curiosity



Judgment



Perspective



Bravery



Perseverance



Zest



Honesty



Social Intelligence



Kindness



Love



Leadership



Fairness



Teamwork



Forgiveness



Love of Learning



Gratitude



Spirituality



Self-Regulation



Humility



Appreciation of
Beauty and Excellence



Prudence

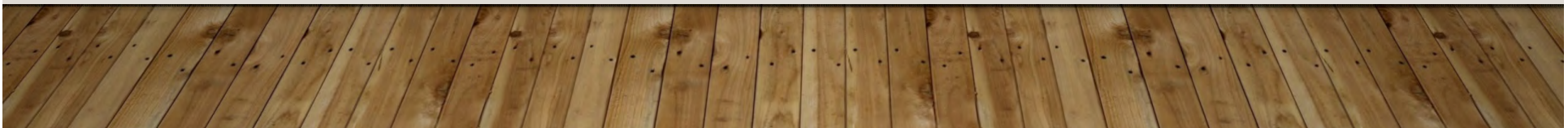


Hope

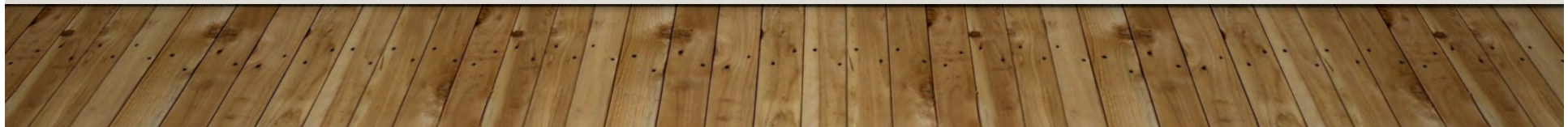


Humor

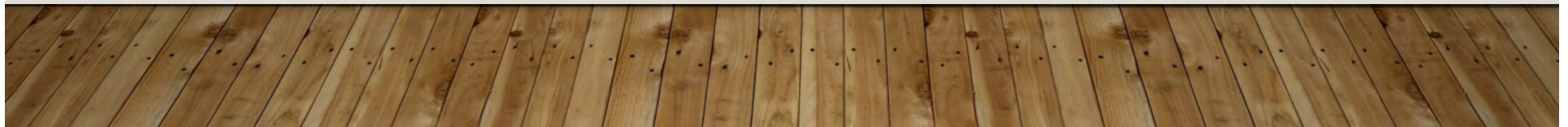
STRENGTHS & VOCATIONAL PROFILING



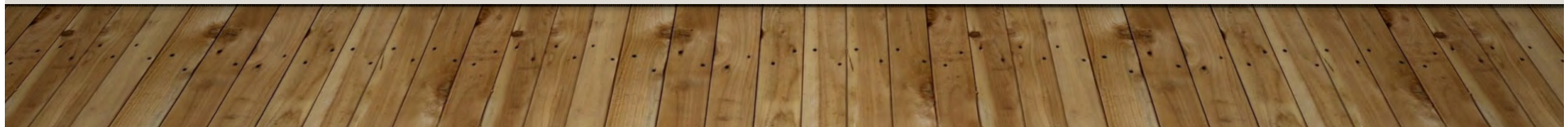
STRENGTHS AND EMPLOYEE ENGAGEMENT



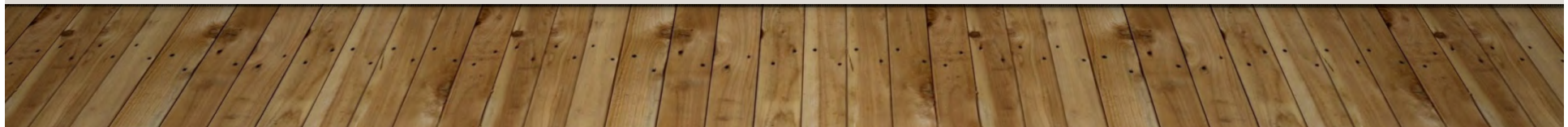
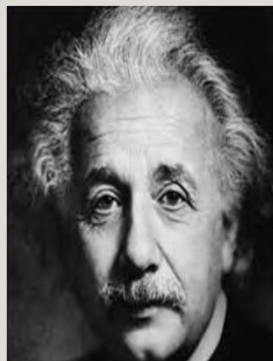
CASE STUDY



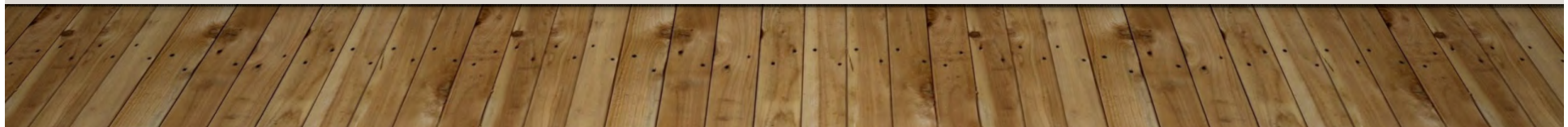
SPOTTING STRENGTHS



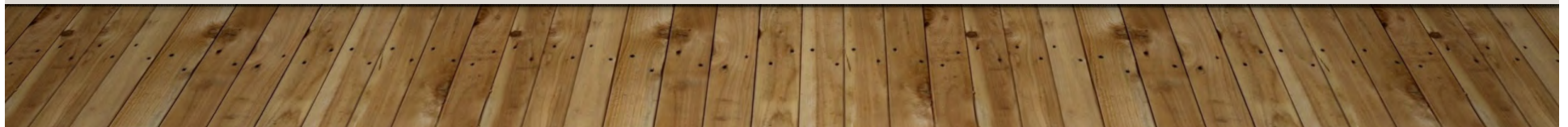
SPOTTING STRENGTHS



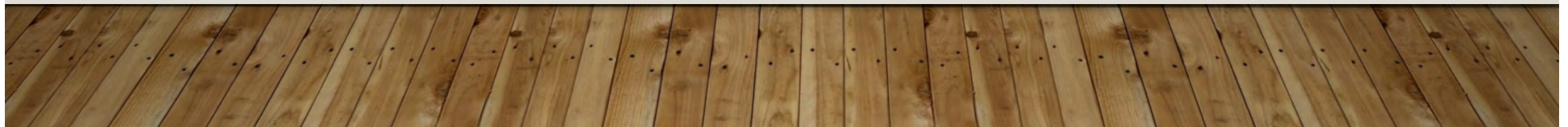
YOUR STRENGTHS



EMPLOYERS AND STRENGTHS



QUESTION TIME



THANK YOU

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