

Grace Uses Her Personality Strengths Assessment (PSA) © To Get a Job after Her Divorce

Personality Strength	Grace's Place in the Population	How Grace Uses Her Personality Strengths to get a job after her divorce
1. Religious Value	95%	Wants to help create the greatest good for the largest number of people. Really enjoys helping people.
2. Sociability/Social Interest	95%	Likes people. She is skilled at getting people to relax and feel comfortable.
3. Nurturance	92%	After Grace makes people feel comfortable, she enjoys taking care of them. People do their best because she supports and encourages them.
4. Exhibition	90%	She says witty and clever things to people either one on one or in a small group. Puts people in a good mood at work.
5. Social Boldness	90%	Is comfortable initiating meeting new people. They sense her warmth and interest in taking good care of them (See 3.) People tend to trust her – and they can (See 1.)
6. Ability to Ask for Help	85%	If she gets stuck: She will consult with someone who knows more about the subject than she does.
7. Tendency to Read Feelings	84%	She uses this to intuit what works for people. Then she combines 1. and 3. to help them to get what works for them.
8. Sexuality	79%	This strength reflects that she is comfortable working with men.
9. Change	76%	With what she learns with 7. she uses 1. to see what works best for everyone. Then 3. helps her plan which changes will be most beneficial to the largest number of people. As she plans, she uses 6. to get valuable input from others.
10. Dominance	76%	Look at how she carries out what you give her to do: She starts with 1. Then relaxes people with 2. and 4. Then takes care of them with 3. When work requires her to meet new people 5. shows that this comes natural to her. 6. shows that she learns well from others.
11. Affiliation	75%	She is extremely loyal and is comfortable joining a group.
12. Optimism	75%	As she gets information from 6. And 7. she learns what is likely to work with people as well as what is not likely to work with people.

SUMMARY OF GRACE'S HIGHEST PERSONALITY STRENGTHS: She is good at getting things done working with people. People sense 1. and correctly intuit that they can trust her. As they experience her using 2. – 7 and 11., they trust her more as time goes by. She carries out what you give her to do (10.) using her skill with people. She has insight on what changes will work with people (9.), and is skilled at explaining to men (8.) how the changes will work to the benefit of the largest number of people (1.).

13. Political Value **60%** **Although she is comfortable using her strengths, her**

highest personality strengths show that she honors what works for the people in her work group.

14. Friendliness/Agreeableness	55%	She agrees to carry out what works for the group.
15. Achievement	50%	Although she does not seek personal achievement more than the average person, she does strive to do her best.
16. Activity/Energy Level	50%	She bring as much energy as the average person to a task,
17. Economic Value	50%	considers how to make money, and considers which
18. Theoretical Value	50%	solution is the best one to apply (18.) as much as the average person would.
19. Cooperativeness	45%	One question that she wonders about when considering how to cooperate: How can this be carried out so that 1. is met?
20. Objectivity	45%	This shows that she gives slightly more power to feelings (55%) than to facts (45%).
21. Order	43%	This considers change; 9. shows her comfort with it.
22. Autonomy	40%	Although she can do a job by herself, she prefers working with others.
23. Traditional Female View	40%	She understands this view; and she understands how to work well with men (8.).
24. Aesthetic Value	31%	Not all workplaces require this to be high.
25. Thoughtfulness/ Reflectiveness	30%	She actively applies 1. – 6. instead of thinking and reflecting.
Aggression	25%	When asked she will say what she thinks; however, she does not tend to express anger or attack contrary point of view – that is just not her personality.
Deference	25%	She likes to get suggestions from others. This reinforces 6. and 7.
Endurance	16%	She uses her personality strengths that are higher than this one first. Then if waiting to see what happens is required she can do that until results come in.
Social Value	11%	This strength reflects one's altruistic or philanthropic tendencies. Grace prefers to help people every day at work rather than consider a philanthropic option.
Feelings of Guilt	10%	Neither guilt nor inferiority hamper her in expressing her
Feelings of Inferiority	10%	personality attributes.
Restraint/Seriousness	10%	The opposite of Restraint/Seriousness on this test is spontaneity. She relieves strain at work with an amusing comment.

Blue = Coping Strategies

Green = Temperament Assets

Red = Values

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