

**CHARACTER STRENGTHS AMONG YOUNG AND MIDDLE-AGED
WORKING ADULTS**

Dissertation submitted in partial fulfilment of the requirements for the award of
Master of Science in Psychology

By

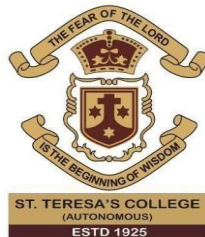
UNNIMAYA T V

Register No: SM20PSY021

Under the guidance of

MS. Ann Joseph

Assistant Professor



Department of Psychology

ST. TERESA'S COLLEGE (AUTONOMOUS), ERNAKULAM

Nationally Re-accredited at 'A++' level (4th cycle)

Affiliated to: Mahatma Gandhi University

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CERTIFICATE

This is to certify that the dissertation entitled, “Character strengths among young and middle-aged working adults”, is a bonafide record submitted by Ms. Unnimaya T V, Reg.no. SM20PSY021, of St. Teresa’s College, Ernakulam under my supervision and guidance and that it has not been submitted to any other university or institution for the award of any degree or diploma, fellowship, title or recognition before.

Date: 30/05/2022

Ms. Bindu John

Head of the Department

Department of Psychology

St. Teresa’s College, Ernakulam

Ms. Ann Joseph

Assistant Professor

Department of Psychology

St. Teresa’s College, Ernakulam

External Examiner 1:

External Examiner 2:.....

Internal Examiner:

DECLARATION

I, Unnimaya T V, do hereby declare that the work represented in the dissertation embodies the results of the original research work done by me in St. Teresa's College, Ernakulam under the supervision and guidance of Ms. Ann Joseph, Assistant Professor, Department of Psychology, St. Teresa's College, Ernakulam, it has not been submitted by me to any other university or institution for the award of any degree, diploma, fellowship, title or recognition before.

Unnimaya T V

Place: Ernakulam

Date: 20/05/2021

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Abstract

This study aims to identify the core character strengths of young and middle-aged working adults and to identify the core character strengths of male and female working adults. It also helps to create awareness about the core character strengths present in the group. 211 samples completed the VIA-72 questionnaire. There were 139 young adults and 72 middle aged adults among which 103 were male participants and 108 were female participants. Data was collected through google forms and convenience sampling method was used. The research design used in the study is exploratory research design. The results shows that The core character strengths of young working adults are honesty, hope, leadership, bravery, social intelligence, and fairness, the core character strengths of middle-aged working adults are honesty, kindness, leadership, hope, perseverance and spirituality, the core character strengths among male working adults are leadership, honesty, hope, bravery, social intelligence and perseverance, and the core character strengths among female working adults are honesty, kindness, perseverance, leadership, fairness and hope, there is no significant difference on Character strengths among young adults and middle-aged adults, there is no significant difference on Character strengths among male and female.

CHAPTER 1
INTRODUCTION

In the early 2000s, something ground breaking occurred in the social sciences: Scientists discovered a common language of 24 character strengths that make up what's best about our personality. Everyone possesses all 24 character strengths in different degrees, so each person has a truly unique character strengths profile. Each character strength falls under one of these six broad virtue categories, which are universal across cultures and nations (The 24 character strengths, n.d.).

The science of human strengths began to flourish with the pioneering work of Seligman on character strengths with psychologist Christopher Peterson (Ackerman C.E, 2021).

Character strengths is one of the popular topics in positive psychology. Their history and applicability are the reasons behind the popularity of character strengths as a topic of interest. Since it was founded, it has been the pillar of positive psychology (Ackerman C.E, 2021).

Personality characteristics and traits are topics that fit comfortably in traditional psychology, but the focus on strengths—uniquely positive characteristics—give the topic a firm grounding in the positive (Ackerman C.E 2021).

Virtues are the core characteristics valued by moral philosophers and religious thinkers: wisdom, courage, humanity, justice, temperance, and transcendence (Peterson C & Seligman E.P, 2004).

Character strengths are the psychological ingredients-processes or mechanisms that define the virtues. Said another way, they are distinguishable routes to displaying one or another of the virtues (Peterson C & Seligman E.P, 2004). There are 24 character strengths and they are; creativity, curiosity, open-mindedness, love of learning, perspective, bravery, persistence, integrity, vitality, love, kindness, social intelligence, citizenship, fairness, leadership,

forgiveness, humility, prudence, self-regulation, appreciation of beauty and excellence, gratitude, hope/ optimism, humor, and spirituality.

Wisdom and knowledge-cognitive strengths that entail the acquisition and use of knowledge (Peterson C & Seligman E.P, 2004).

- Creativity [originality, ingenuity]: Thinking of novel and productive ways to conceptualize and do things; includes artistic achievement but is not limited to it (Peterson C & Seligman E.P, 2004).
- Curiosity [interest, novelty-seeking, openness to experience]: Taking an interest in ongoing experience for its own sake; finding subjects and topics fascinating, exploring and discovering (Peterson C & Seligman E.P, 2004).
- Open-mindedness [judgment, critical thinking]: Thinking things through and examining them from all sides, not jumping to conclusions, being able to change one's mind in light of evidence; weighing all evidence fairly (Peterson C & Seligman E.P, 2004).
- Love of learning: Mastering new skills, topics, and bodies of knowledge, whether on one's own or formally; obviously related to the strength of curiosity but goes beyond it to describe the tendency to add systematically to what one knows (Peterson C & Seligman E.P, 2004).
- Perspective [wisdom]: Being able to provide wise counsel to others, having ways of looking at the world that make sense to oneself and to other people (Peterson C & Seligman E.P, 2004).

Courage- emotional strengths that involve the exercise of will to accomplish goals in the face of opposition, external or internal (Peterson C & Seligman E.P, 2004).

- Bravery [valor]: Not shrinking from threat, challenge, difficulty, or pain; speaking up for what is right even if there is opposition; acting on convictions even if unpopular; includes physical bravery but is not limited to it (Peterson C & Seligman E.P, 2004).
- Persistence [perseverance, industriousness]: Finishing what one starts; persisting in a course of action in spite of obstacles; "getting it out the door"; taking pleasure in completing tasks (Peterson C & Seligman E.P, 2004).
- Integrity [authenticity, honesty]: Speaking the truth but more broadly presenting oneself in a genuine way and acting in a sincere way; being without pretense; taking responsibility for one's feelings and actions (Peterson C & Seligman E.P, 2004).
- Vitality [zest, enthusiasm vigor, energy]: Approaching life with excitement and energy, not doing things halfway or half-heartedly; living life as an adventure, feeling alive and activated (Peterson C & Seligman E.P, 2004).

Humanity-interpersonal strengths that involve tending and befriending others (Peterson C & Seligman E.P, 2004).

- Love: Valuing close relations with others, in particular those in which sharing and caring are reciprocated; being close to people (Peterson C & Seligman E.P, 2004).
- Kindness [generosity, nurturance, care, compassion, altruistic love, "nice ness"]: Doing favors and good deeds for others; helping them; taking care of them (Peterson C & Seligman E.P, 2004).
- Social intelligence [emotional intelligence, personal intelligence]: Being aware of the motives and feelings of other people and oneself; knowing what to do to fit into different social situations; knowing what makes other people tick (Peterson C & Seligman E.P, 2004).

Justice-civic strengths that underlie healthy community life (Peterson C & Seligman E.P, 2004).

- Citizenship [social responsibility, loyalty, teamwork]: Working well as a member of a group or team; being loyal to the group; doing one's share (Peterson C & Seligman E.P, 2004).
- Fairness: Treating all people the same according to notions of fairness and justice; not letting personal feelings bias decisions about others; giving everyone a fair chance (Peterson C & Seligman E.P, 2004).
- Leadership: Encouraging a group of which one is a member to get things done and at the same maintain time good relations within the group; organizing group activities and seeing that they happen (Peterson C & Seligman E.P, 2004).

Temperance-strengths that protect against excess (Peterson C & Seligman E.P, 2004).

- Forgiveness and mercy: Forgiving those who have done wrong; accepting the shortcomings of others; giving people a second chance; not being vengeful (Peterson C & Seligman E.P, 2004).
- Humility/Modesty: Letting one's accomplishments speak for themselves; not seeking the spotlight; not regarding oneself as more special than one is Prudence: Being careful about one's choices; not taking undue risks; not saying or doing things that might later be regretted (Peterson C & Seligman E.P, 2004).
- Self-regulation [self-control]: Regulating what one feels and does; being disciplined; controlling one's appetites and emotions (Peterson C & Seligman E.P, 2004).

Transcendence-strengths that forge connections to the larger universe and provide meaning (Peterson C & Seligman E.P, 2004).

- Appreciation of beauty and excellence [awe, wonder, elevation]: Noticing and appreciating beauty, excellence, and/or skilled performance in various domains of life, from nature to art to mathematics to science to everyday experience (Peterson C & Seligman E.P, 2004).
- Gratitude: Being aware of and thankful for the good things that happen; taking time to express thanks (Peterson C & Seligman E.P, 2004).
- Hope [optimism, future-mindedness, future orientation]: Expecting the best in the future and working to achieve it, believing that a good future is something that can be brought about (Peterson C & Seligman E.P, 2004).
- Humor [playfulness]: Liking to laugh and tease, bringing smiles to other people; seeing the light side, making (not necessarily telling) jokes (Peterson C & Seligman E.P, 2004).
- Spirituality [religiousness, faith, purpose]: Having coherent beliefs about the higher purpose and meaning of the universe, knowing where one fits within the larger scheme; having beliefs about the meaning of life that shape conduct and provide comfort because playfulness and whimsy can create social bonds. It might also be classified as a strength of wisdom, inasmuch as wit helps us acquire, perfect, and use knowledge (Peterson C & Seligman E.P, 2004).

1.1: Need and Significance of the study

The present study aims to identify whether there is any difference between the character strengths of young and middle- aged working adults and between male and female adults. Character strengths is a concept that applies to everybody, everyone has character strengths, and everyone can use them. The present study helps to identify what character strengths are held by today's young and middle- aged male and female working adults. It helps to determine to what

extend there is a difference in character strengths among young and middle- aged working adults and among male and female adults. The understanding of common strengths present among young and middle-aged working adults will be a great way to promote the importance of the usage of character strengths in their work place.

According to previous researches the usage of character strengths in the work place help individuals to perform better and increases contentment. The present study identifies the character strengths present among young and middle- aged working adults. It identifies the difference in character strengths among male and female adults. The study helps in the exploration of character strengths and can be used to develop activities to explore character strengths.

CHAPTER II
REVIEW OF THE LITERATURE

By focusing on the highest character strengths one can positively influence the wellbeing. Research shows that if we have an active awareness of our character strengths, we are nine times more likely to be flourishing (Niemiec R, 2019).

McGrath R E and Walker D I (2016) conducted a study to identify the factor structure of character strengths in youth. The results suggest a four factor model that includes two primarily interpersonal factors, one reflecting general engagement, the second other- directedness. Other factors involved intellectual and self -control strengths. Choudhury S A (2017) conducted a study on character strengths, locus of control, and academic achievement of undergraduate college students of Assam. Female students scored higher in majority of character strengths than male students, The students of science stream reported significantly higher than arts stream students on the character strengths of appreciation of beauty and excellence, bravery, team work, forgiveness, perseverance, kindness and leadership, there was no significant difference found in the external locus of control of students of arts and science stream.

Sanda I D and Holik I (2020) conducted a study to discover the character strengths and virtues of mentor teachers. The main virtue of mentor teachers was Humanity. Their top 5 strengths were spirituality, Curiosity, interest in the world, love of learning, gratitude, appreciation of beauty and excellence. Ruch w and Claudia H (2014) conducted a study to investigate the relationship between 24 character strengths and the four dimensions of job performance. Based on the set of two samples there is replicable relationship between character strengths and job performance. The number of individual strengths beneficial at work was related to job performance. Gander F et.al (2012) conducted a study to examine the relations between morally positively valued traits and work- related behaviour. Results shows that, those assigned to healthy work -related behaviour and experience patterns differed in their strengths profile

from those that demonstrated unhealthy patterns. Especially the strengths of zest, persistence, hope, and curiosity seemed to play a key role in healthy and ambitious work behaviour. Avey J B et.al (2012) conducted a study to identify the impact of employee's character strengths of wisdom on stress and creative performance. Results shows that participant's level of character strength of wisdom were positively related to their performance on a creative task and negatively related to their reported level of stress. Stress was found to be negatively related to creative task performance, with reported stress partly mediating the relationship between wisdom and their performance on the creative task.

Shimal S et.al (2006) conducted a study to identify the cultural influence on distribution of character strengths, gender difference in character strengths, and the relationship of happiness to character strengths. Results says American and Japanese showed similar distributions of the 24 strengths measured higher strengths included love, humor and kindness, and lesser strengths included prudence, self-regulation, and modesty. Gender differences across cultures were also similar: Females were more likely than males to report strengths of love and kindness, whereas males were more likely to report bravery and creativity. In both samples, associations with happiness were found for zest, hope, curiosity and gratitude. Pareek S and Rathore N S (2016) conducted a study on gender difference in character strengths and virtues of teachers in higher education. Results pointed out that the mean score of male and female teachers on character strengths and virtues was found to be significantly different and female teachers scored higher mean than their male counter parts. The significant positive relationship between the rank order of male and female teachers indicate the similar pattern of character strengths and virtues.

Blanca M J et.al (2018) conducted a study to extend knowledge about the relationship between character strengths and life satisfaction (LS) and to explore gender differences in the

prediction of LS. Results from simple correlation analysis showed that 18 strengths were positively and significantly correlated with LS, the highest coefficients being those for love, hope, authenticity and persistence. Gillham J (2011) conducted a study to examine whether character strengths predict the future well-being. Several character strengths predicted fewer symptoms of depression and higher life satisfaction. Other-directed strengths robustly predicted few depressive symptoms and transcendence strengths robustly predicted high life satisfaction. Social support partially mediated the relationship between other-directed strengths and low symptoms of depression. We found little evidence for the opposite temporal relationship between strengths and well-being (i.e., that subjective well-being predicted subsequent strengths). Carnicer J G and Calderon C (2016) conducted a study to describe virtues, character strengths and coping strategies of college students and to analyse the relationship between virtues, character strengths and coping strategies. Strong positive correlation were found between the six virtues and three coping strategies. Wisdom presented a positive correlation with behavioural and cognitive approach coping. Sixteen strengths presented positive correlation with behavioural approach coping strategies and four strengths presented positive correlation with cognitive approach. Shoshani A and Slone M (2016) conducted a study to assess the resilience function of character strengths in face of war and protracted conflicts. Political violence exposure was positively correlated to psychiatric symptoms. Interpersonal temperance and transcendence strengths were negatively associated with psychiatric symptoms. Moderating effects of the interpersonal strengths on the relation between political violence exposure and the psychiatric and PTSD indices were confirmed. Verdugo V C et.al (2015) conducted a study to test the idea of a relationship between all the virtues assessed by VIA and four instances of sustainable behaviour(SB). Results confirmed the presence of six first order factors so highly interrelated as

to produce a higher order factor of common virtues. A SB factor was also formed from the inter relations between pro-ecological altruistic, frugal, and equitable behaviours. The common virtues factors was strongly related to SB. Brdar I and Kashdan T B (2010) conducted a study on the character strengths and virtues of west point cadets, Norwegian navel academy cadets and U.S. civilians. A factor analysis led to a four-factor solution; factors were defined as Interpersonal Strengths, Fortitude, Vitality, and Cautiousness. Of these factors, Vitality (with zest, hope, curiosity, and humour as indicators) emerged as the most relevant to well-being. When examining individual strengths, zest, curiosity, gratitude, and optimism/hope emerged with the strongest associations with elevated life satisfaction, subjective vitality, satisfaction of autonomy, relatedness, and competence needs, and a pleasurable, engaging and meaningful existence.

CHAPTER III
METHODOLOGY

3.1: Aim

To compare the different character strengths present among young and middle-aged working adults.

3.2: Research Problem

Whether there is a significant difference in character strength among men and women?

Whether there is a significant difference in character strength among Young adults and middle aged adults?

Which character strengths and virtues are present among young and middle- aged working adults?

3.3: Objectives

- To identify if there exist a significant difference in character strength among men and women
- To identify if there exist a significant difference in character strength among young adults and middle aged adults
- To identify the different character strengths of young and middle-aged working adults.
- To identify the different character strengths of male and female working adults.
- To create awareness about the core character strengths present in the groups.

3.4: Hypotheses

H1. There exists a significant difference in character strength among men and women

H2. There exists a significant difference in character strength among young adults and middle aged adults

3.5: Operational Definition

Character strengths: Character strengths can be operationally defined as sum total scores obtained in the Values In Action Inventory 72. It refers to the capacities possessed by an individual for thinking, feeling and behaving. There are 24 character strengths and they are; creativity, curiosity, open-mindedness, love of learning, perspective, bravery, persistence, integrity, vitality, love, kindness, social intelligence, citizenship, fairness, leadership, forgiveness, humility, prudence, self- regulation, appreciation of beauty and excellence, gratitude, hope/ optimism, humor, and spirituality. They come under the 6 virtues.

3.6: Research design

Descriptive research design is used to meet the objectives of the study

3.7: Sample

The study is conducted among 211 samples and the data was collected using google forms.

3.7.1: Population

The study is conducted among working young adults and middle- aged adults.

3.7.2: Sampling Design

Convenience sampling method was used to recruit participants for the study.

Inclusion criteria:

- Participants of Indian nationality
- Participants should be a working adult
- Participants must belong to the age group of 18-55

Exclusion criteria:

- Participants of Non-Indian nationality was not selected for the study.
- Participants of age less than 18 was not selected for the study.
- Non- working adults are not selected for the study.

3.8: Tools

Values In Action Inventory 72: This assessment was derived by Dr. Robert McGrath from the original VIA-IS by extracting the 3 most internally consistent items from each scale. The scale consists of 72 items which measures the 24 character strengths. Scoring is done by a 5 point Likert scale. The response options are; very much like me, which has score of 5, like me, which has score of 4, neutral, which has score of 3, unlike me, which has score of 2 and very much unlike me, which has score of 1. The total score for each character strength is identified by adding the scores of corresponding items measuring each character strengths. The highest scored 6 character strengths are identified. Total scores of the VIA-72 range from 3 to 15 per strength and from 72 to 360 in total. Higher scores indicate a stronger embodiment of the respective strengths

The overall psychometric properties of the VIA-72 are found to be slightly lower than those of the more comprehensive VIA-120 as well as the VIA-IS (VIA Institute of Character, 2017). On average, the internal consistency reliability is .75, while the validity coefficients show values between .36 to .48 (Peterson & Seligman, 2004). In this study, the internal consistency of the 24 scales on the VIA-72 was found to be good ($\alpha=.89$).

3.9: Procedure

For the purpose of the study the data was collected from 200 working adults. The participants consist of male and female young and middle- aged working adults. Data was collected through google forms. Participants are given the right to quit participation at any moment and their confidentiality is assured.

3.10: Data Analysis

The research design used here is descriptive research design. The focus of this research design is to gain insight and familiarity about the character strengths present in the group. The demographical variables were analyzed using frequency and percentage. To test if a significant difference exists in character strengths between young adults and middle-aged adults, independent t Test was used. In order to check the normality Shapiro-Wilk test is done.

Normality Analysis

Table 1:

Summary of Shapiro-Wilk test of Normality test of Character strengths

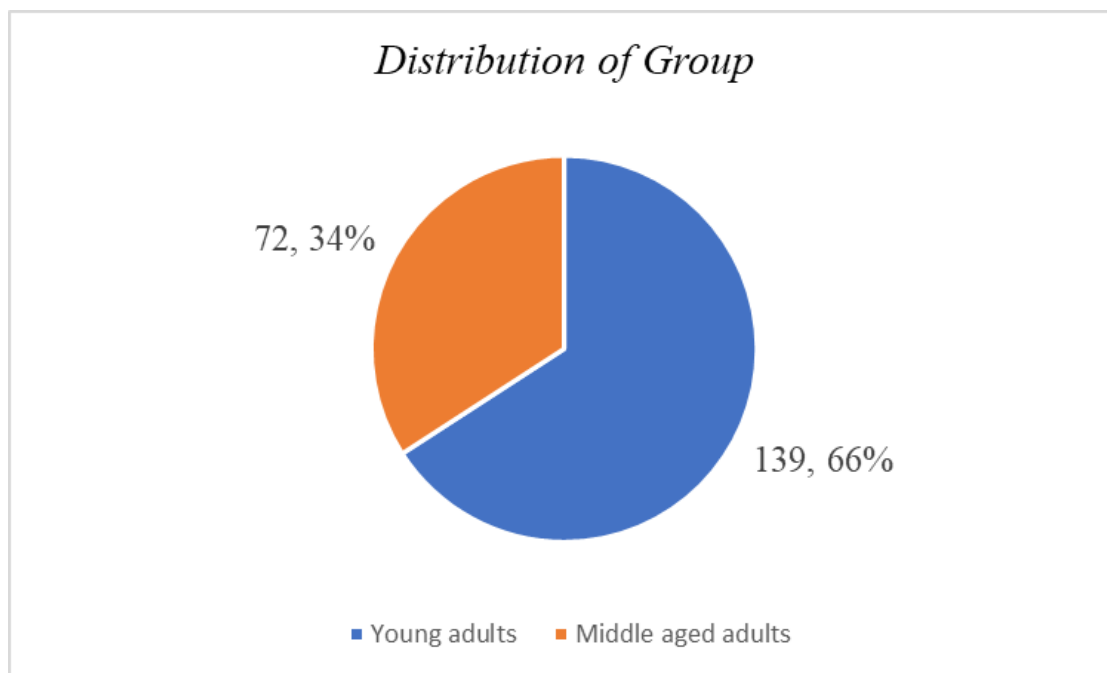
Variable	K	Df	Sig.
Character strengths	.988	211	,081

CHAPTER IV
RESULT AND DISCUSSION

The objectives of the present study are (1) To identify the different character strengths of young and middle-aged working adults (2) To identify the different character strengths of male and female working adults and (3) To create awareness about the core character strengths present in the groups (4) To identify the different character strengths of young and middle-aged working adults (5) To identify the different character strengths of male and female working adults.

Figure 1

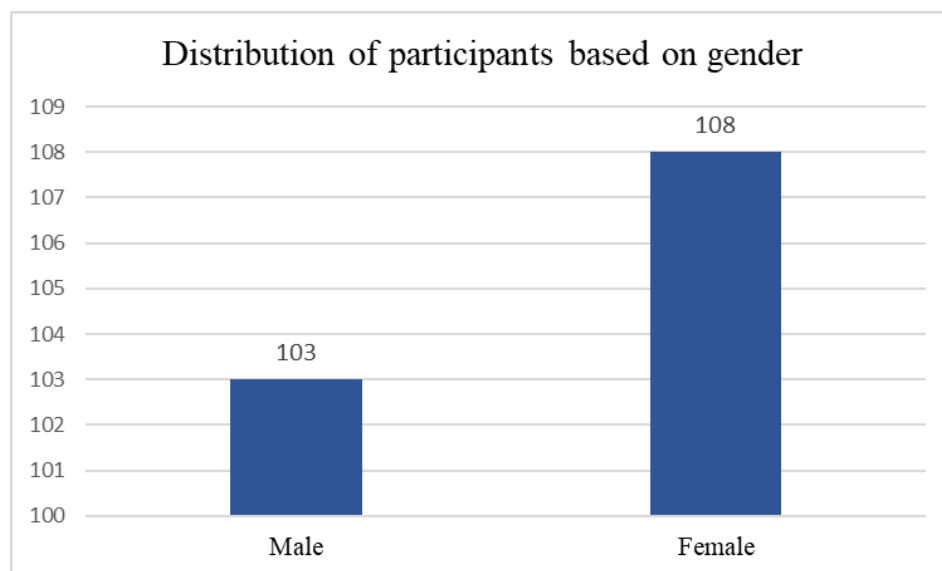
Distribution of participants based on group



The above figure shows the distribution of participants based on groups. Of the total 211 participants, 34% belong to the middle-aged group and 66% of participants belong to the young adults group.

Figure 2

Distribution of participants based on gender



The above figure shows the distribution of participants based on gender. Of the total 211 participants, 103 participants were males and 108 participants were females.

Table 2:

Core character strengths of young working adults and middle- aged working adults

SL No	Core character strengths of young working adults	Core character strengths of middle-aged working adults
1.	Honesty	Honesty
2.	Hope	Kindness
3.	Leadership	Leadership
4.	Bravery	Hope
5.	Social intelligence	Perseverance
6.	Fairness	Spirituality

Table 1 shows the core character strengths of young working adults and middle-aged working adults. The core character strengths of young working adults are honesty, hope, leadership, bravery, social intelligence, and fairness. The core character strengths of middle-aged working adults are honesty, kindness, leadership, hope, perseverance and spirituality.

The results indicate that the character strengths; honesty, hope and leadership are common among both young working adults and middle-aged working adults. These character strengths help the individual to have a good work life. Being honest in the workplace enables us to build trust and confidence and also to identify issues and work as a team to resolve them. It helps to reduce the unproductive conflicts in the workplace. Hope helps to achieve personal and professional goals despite any obstacles. Leadership is important to have because a good leader brings the best in the team members and motivates them to achieve the shared goals.

Bravery, social intelligence and fairness are the other core character strengths among young adults. Bravery helps to remove the uncertainty in the workplace and helps an individual to stick to their values and beliefs. Social intelligence helps an individual to have healthy relationships with others, communicate better and to avoid interpersonal conflicts. Fairness means treating everyone equally and listening to everyone's opinion. It is important because it helps to create unity and reduces conflicts.

Kindness, perseverance and spirituality are the other character strengths of middle-aged working adults. Kindness creates positivity among people and promotes a positive work culture. Perseverance helps an individual to complete a project even when unexpected barriers appear and to be consistent. Spirituality helps an individual to have faith and to cope with the problems in the work life and personal life.

Table 3:

Core character strengths among male and female working adults.

SL No	Core character strengths among males	Core character strengths among females.
1.	Leadership	Honesty
2.	Honesty	Kindness
3.	Hope	Perseverance
4.	Bravery	Leadership
5.	Social intelligence	Fairness
6.	Perseverance	Hope

Table 2 shows the core character strengths among male and female working adults. The core character strengths among male working adults are leadership, honesty, hope, bravery,

social intelligence and perseverance. The core character strengths among female working adults are honesty, kindness, perseverance, leadership, fairness and hope. The results indicates that leadership, honesty, hope, and perseverance are common among male and female working adults.

The study aims to create an awareness about character strengths among the individuals. It helps them to explore and use their character strengths in their personal and work life.

H1: There exist a significant difference in character strength among men and women

Table 4:

t test comparing Character strengths among male and female

Sl. No.	Group	Mean	t	Df	Sig.
1.	Male	286.57	1.654	209	.100
2.	Female	279.67			

The above table shows the result of the t test comparing Character strengths among male and female. The mean value of Character strengths of male is 286.57 and female is 279.67. The t value is 1.654, df is 209 and significance level is .100 ($p > 0.05$). There is no significant difference on Character strengths among male and female.

The result is contradictory to the previous studies which says that there is a significant difference in character strengths among male and female adults. For example, Pareek S and Rathore N S (2016) conducted a study on gender difference in character strengths and virtues of teachers in higher education. Results pointed out that the mean score of male and female teachers

on character strengths and virtues was found to be significantly different and female teachers scored higher mean than their male counter parts.

H2: There exist a significant difference in character strength among young adults and middle-aged adults

Table 5:

t test comparing Character strengths among young adults and middle-aged adults

Sl. No.	Group	Mean	t	Df	Sig.
1.	Young adults	283.70	.410	209	.682
2.	Middle aged adults	281.83			

The above table shows the result of the t test comparing Character strengths among young adults and middle-aged adults. The mean value of Character strengths of young adults is 283.70 and middle aged adults is 281.83. The t value is .410, df is 209 and significance level is .682 ($p > 0.05$). There is no significant difference on Character strengths among young adults and middle-aged adults.

These results are contradictory to the previous results. For example Heintz .S and Ruch. W (2019) conducted a study that investigate cross-sectional age differences in the 24 character strengths entailed in the VIA model. It is expected that most strengths show age differences, especially higher levels throughout adulthood. Ten age groups from early adolescence (10–12 years) to late adulthood (65+ years) were compared for each strength using random-effects models. Overall, significant age differences were found for 23 of the 24 character strengths (all

except perspective) across the lifespan, with 91% of the effects indicating higher levels of the character strengths with age.

CHAPTER V

CONCLUSION

5.1: Major Findings

- There is no significant difference on Character strengths among young adults and middle-aged adults.
- There is no significant difference on Character strengths among male and female.
- The core character strengths of young working adults are honesty, hope, leadership, bravery, social intelligence, and fairness.
- The core character strengths of middle-aged working adults are honesty, kindness, leadership, hope, perseverance and spirituality.
- The character strengths; honesty, hope and leadership are common among both young working adults and middle-aged working adults.
- The core character strengths among male working adults are leadership, honesty, hope, bravery, social intelligence and perseverance.
- The core character strengths among female working adults are honesty, kindness, perseverance, leadership, fairness and hope.
- The character strengths; leadership, honesty, hope, and perseverance are common among male and female working adults.

5.2: Limitations

The limitations of the study is that the sample size is 200 which barely represent the population.

Data is collected through google forms which may reduce the quality of the collected data.

5.3: Implications

- Sample size can be increased.
- Factors influencing character strengths can be investigated.
- The relationships between different character strengths and other variables like motivation, resilience, etc... can be investigated.

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APPENDICES

Demographic Details

Name:

Age:

Gender:

Occupation:

VIA-72

1. I have taken frequent stands in the face of strong opposition.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

2. I never quit a task before it is done.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

3. I always keep my promises.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

4. I always look on the bright side.

- Very much like me

- Like me
- Neutral
- Unlike me
- Very much unlike me

5. I am a spiritual person.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

6. I know how to handle myself in different social situations.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

7. I always finish what I start.

- Very much like me
- Like me
- Neutral
- Unlike me

- Very much unlike me

8. I really enjoy doing small favors for friends.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

9. As a leader, I treat everyone equally well regardless of his or her experience.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

10. Even when candy or cookies are under my nose, I never overeat.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

11. I practice my religion.

- Very much like me

- Like me
- Neutral
- Unlike me
- Very much unlike me

12. I rarely hold a grudge.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

13. I am always busy with something interesting.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

14. No matter what the situation, I am able to fit in.

- Very much like me
- Like me
- Neutral
- Unlike me

- Very much unlike me

15. I go out of my way to cheer up people who appear down.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

16. One of my strengths is helping a group of people work well together even when they have their differences.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

17. I am a highly disciplined person.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

18. I experience deep emotions when I see beautiful things.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

19. Despite challenges, I always remain hopeful about the future.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

20. I must stand up for what I believe even if there are negative results.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

21. I finish things despite obstacles in the way.

- Very much like me
- Like me
- Neutral

- Unlike me
- Very much unlike me

22. Everyone's rights are equally important to me.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

23. I see beauty that other people pass by without noticing.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

24. I never brag about my accomplishments.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

25. I am excited by many different activities.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

26. I am a true life-long learner.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

27. I am always coming up with new ways to do things.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

28. People describe me as "wise beyond my years".

- Very much like me
- Like me
- Neutral

- Unlike me
- Very much unlike me

29. My promises can be trusted.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

30. I give everyone a chance.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

31. To be an effective leader, I treat everyone the same.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

32. I am an extremely grateful person.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

33. I try to add some humor to whatever I do.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

34. I look forward to each new day.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

35. I believe it is best to forgive and forget.

- Very much like me
- Like me

- Neutral
- Unlike me
- Very much unlike me

36. My friends say that I have lots of new and different ideas.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

37. I always stand up for my beliefs.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

38. I am true to my own values.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

39. I always feel the presence of love in my life.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

40. I can always stay on a diet.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

41. I think through the consequences every time before I act.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

42. I am always aware of the natural beauty in the environment.

- Very much like me
- Like me

- Neutral
- Unlike me
- Very much unlike me

43. My faith makes me who I am.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

44. I have lots of energy.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

45. I can find something of interest in any situation.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

46. I read all of the time.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

47. Thinking things through is part of who I am.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

48. I am an original thinker.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

49. I have a mature view on life.

- Very much like me
- Like me

- Neutral
- Unlike me
- Very much unlike me

50. I can express love to someone else.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

51. Without exception, I support my teammates or fellow group members.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

52. I feel thankful for what I have received in life.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

53. I know that I will succeed with the goals I set for myself.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

54. I rarely call attention to myself.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

55. I have a great sense of humor.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

56. I always weigh the pro's and con's.

- Very much like me
- Like me

- Neutral
- Unlike me
- Very much unlike me

57. I enjoy being kind to others.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

58. I can accept love from others.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

59. Even if I disagree with them , I always respect the leaders of my group.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

60. I am a very careful person.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

61. I have been told that modesty is one of my most notable characteristics.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

62. I am usually willing to give someone another chance.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

63. I read a huge variety of books.

- Very much like me

- Like me
- Neutral
- Unlike me
- Very much unlike me

64. I try to have good reasons for my important decisions.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

65. I always know what to say to make people feel good.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

66. It is important to me to respect decisions made by my group.

- Very much like me
- Like me
- Neutral
- Unlike me

- Very much unlike me

67. I always make careful choices.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

68. I feel a profound sense of appreciation every day.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

69. I awaken with a sense of excitement about the day's possibilities.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

70. Others consider me to be a wise person.

- Very much like me

- Like me
- Neutral
- Unlike me
- Very much unlike me

71. I believe that it is worth listening to everyone's opinions.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

72. I am known for my good sense of humor.

- Very much like me
- Like me
- Neutral
- Unlike me
- Very much unlike me

