

# STRENGTH- CARDS

**- Character strengths &  
professional competencies in  
the social and health sector**

# Strenght Cards

## Contents

This deck contains 37 cards, each illustrating a different strength. The cards are divided into professional strengths (blue-edged cards) and character competencies (purple-edged cards). The professional strengths are based on the *Vetävä vammaistyö – Ihan paras työ!* project's Competence Cards for Disability Work. The classification of character competencies draws on the framework developed by Seligman and Peterson.

## Purpose

The aim of the cards is to help you recognize your own strengths and competencies. The cards were created as part of the *Renewing and Diverse Disability Work in Uusimaa* project, carried out between 2023 and 2026. Although designed from the perspective of disability services, the cards can also be effectively used for exploring strengths more broadly with professionals and students in the social and health care sectors.

## How to use

You can use the cards in many different ways. You will find a couple of options on the task cards in this deck. Strengths can be worked on individually or together as a work community.

# Strenght Cards

## Task Card 1 - Identifying Your Strengths

Get to know the strenghts cards.

The purple-based cards are character competencies, and the blue-based cards are professional strengths. You can utilize both professional strengths and character competencies, or work with only one area.

Find your own strenghts on the cards. Choose three core strenghts.

Think about how these strenghts appear in everyday life? Do you get to utilize these strenghts at work in the way you want? Or do you feel that you have to use these strenghts in your work too much? How could the strenghts be used in a suitable way in your work?

# Strenght Cards

## Task Card 2 - Identifying Your Strengths

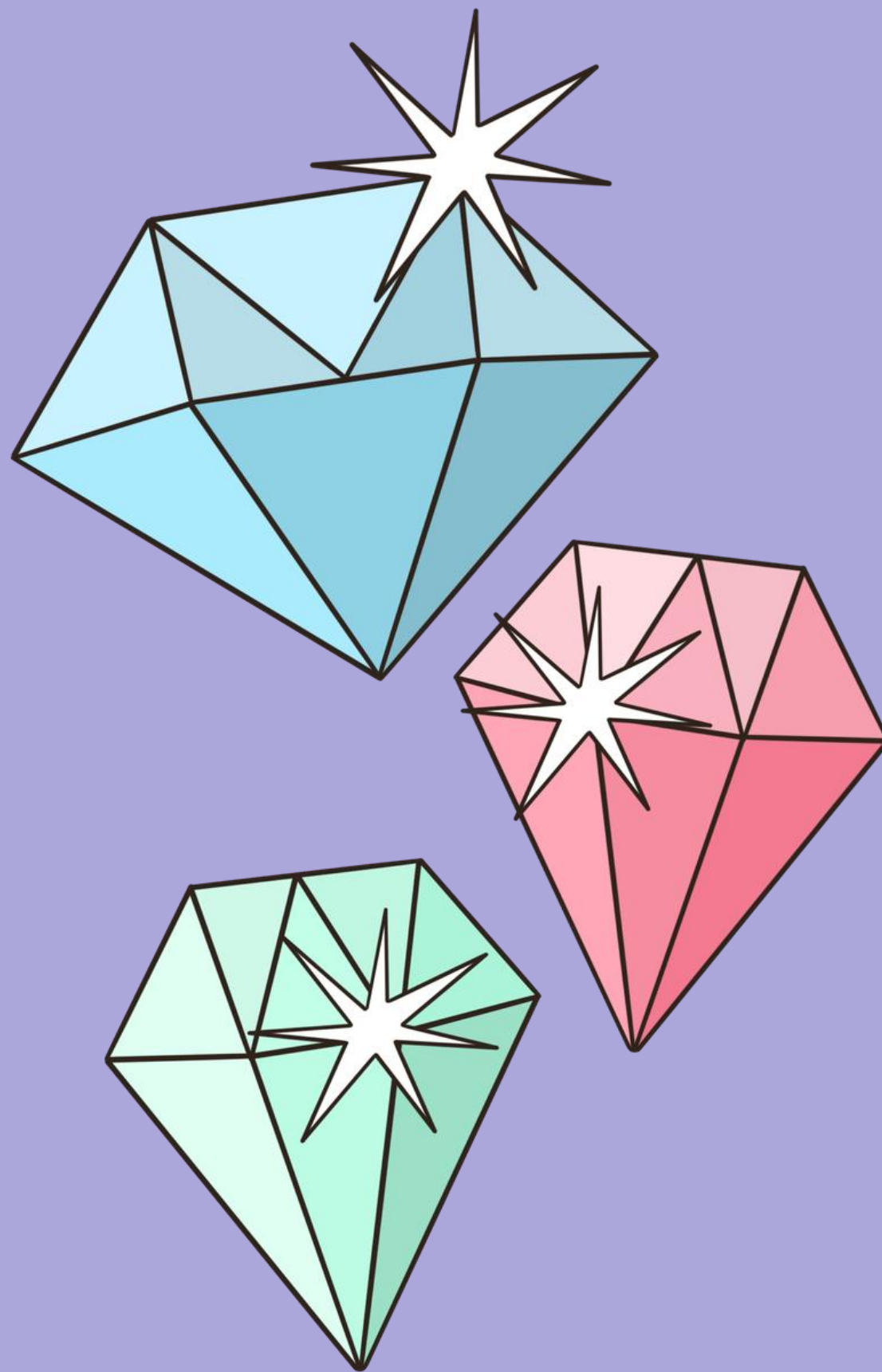
Get to know the strength cards together. You can do this task after you have done Task Card 1 - Identifying your own strengths.

The purple-based cards are character competencies, and the blue-based cards are professional strengths. You can also use both professional strengths and character competences in this task, or work with only one area.

Draw a card with a number of colleagues whose strengths and competencies each person will consider. The task is to consider the strengths of two colleagues. A maximum of three core strengths are chosen for each. How do I see you? What do I think is your professional strength? What do I think is your character competencies?

Finally, let's have a joint discussion.

What kind of strengths do we see, recognize and value in each other? How are strengths visible in everyday work? Did any of the strengths that someone else brought up surprise you? What kind of skills do we have? Is there a skill gap in our work community?



**Tukena**



**UUDISTUVA  
VAMMAISTYÖ**



**Euroopan unionin  
osarahoittama**

My strength is  
**COURAGE**

I dare to face different situations boldly and try new things.

*“I dare to support the service users even in challenging situations. I make sure that the service users voice is heard.”*



# My strength is **CREATIVITY**

I come up with new and creative solutions to support service users in their smooth and unique everyday lives. I also encourage others to be creative.

*"You have to be creative in this job. You can try different things and think about your work from different angles. Sometimes solutions that seem unusual are actually the ones that work best."*



My strength is

# PERSISTENCE

I persistently, repeatedly and diversely try different things to find the best solution.

*“I can try things many times and don't give up right away.”*



My strength is

# SENSE OF HUMOUR

I brighten up the day for both my colleagues and service users by joking and cracking jokes, for example.

*“Humour is the solution when service user lacks motivation for cleaning day. Laughing together and joking around often gets the dust flying.”*



My strength is

# ENTHUSIASM

I get excited easily and seize opportunities.  
I also want to innovate and try different things.

*“Enthusiasm is the strength of my work. At its best, it is contagious, supports discussions, generates new insights and also brings creativity to challenging situations.”*



My strength is  
**COMMUNITY**

I often see opportunities for doing things together and being together, where everyone has their own important role to play.

*“Without even realising it, I had organised a neighbourhood barbecue party where laughter and singing filled the air. People of all ages were there, and everyone enjoyed themselves together.”*



My strengths are

# COOPERATION

I enjoy working with different parties. I am committed to building and engaging in cooperation. I create connections between people and solve problems.

*“Why do it alone when you can do it together? Cooperation is a treasure!”*



My strength is  
**ENCOUNTER**

I treat all people as equals. Regardless of the situation, I pause to engage with others and am present. I want to meet and listen.

*An encounter makes other people feel:  
“He was there for me and ready to listen.”*



# My strength is **EMPATHY**

I can easily put myself in another person's shoes.  
I want to understand what another person is experiencing and feeling.

*“I am also very empathetic towards my service users loved ones. I can see what lies behind the sometimes burdensome feeling of caring for someone else.”*



My strength is  
**OPTIMISM**

Even in situations that seem difficult, I see opportunities. Even in the midst of chaos, there is often something good.

*“What if everything turns out fine after all?”*



My strength is

# SITUATIONAL AWARENESS

I observe and sense situations. I am interested in people's actions and facial expressions and body language. By observing situations, I can adapt my own actions to suit different moments.

*“I can read situations and prevent various conflicts.  
I try to calm down a challenging situation with my own actions or  
by creating an atmosphere in the space, for example with music.”*



# My strength is **HONESTY**

I dare to express my opinion honestly and constructively, even if it differs from the opinions of others. I am honest in a way that respects others.

*“I dare to admit my mistakes honestly and apologise. I see that honesty plays a significant role in building trust.”*



My strength is  
**FAIRNESS**

I treat other people fairly and equally.

*“I get angry when I encounter injustice.”*



My strength is  
**FRIENDLINESS**

I take other people into consideration by treating them with warmth and treating them kindly.

*“I greet people and smile. I listen to others and offer help when needed. I encourage and thank my colleagues and treat everyone equally, creating a good atmosphere around me.”*



My strength is

# THOUGHTFULNESS

I often look at things from many different angles.  
I calmly ponder and consider things before making a decision.

*“I am not often the quickest to express my opinion, but after thinking and considering the matter, I share my thoughts. I form my opinion by weighing up the matter from different perspectives.”*



My strength is  
**HELPFULNESS**

I pay attention to the fact that I have time to help.  
I want to be there when my help is needed.

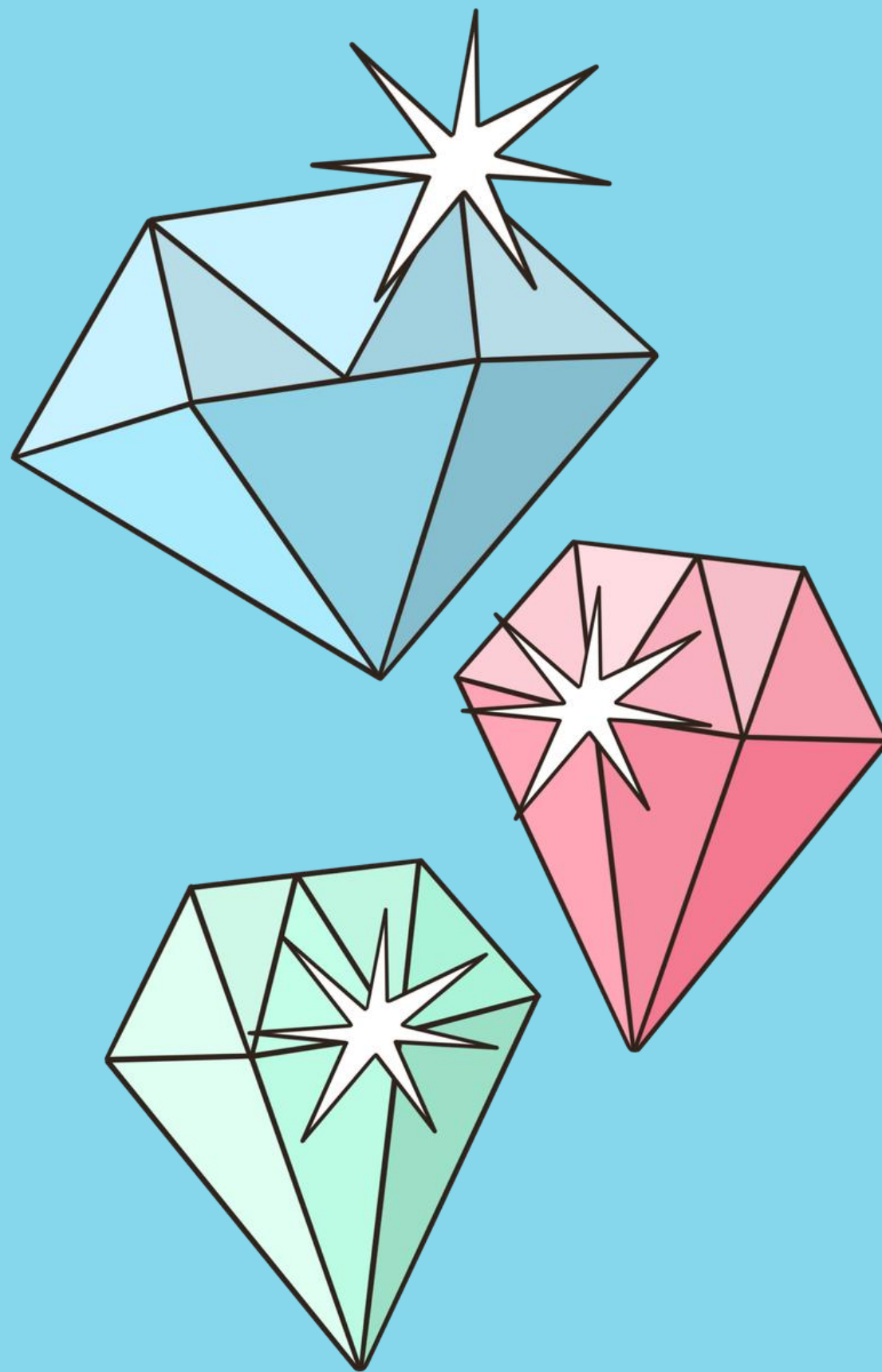
*“I support my colleagues in their everyday challenges, share information openly and encourage others to succeed. I am present and ready to help so that the work community functions well and everyone feels valued.”*



My strength is

# SOMETHING ELSE





**Tukena**



**UUDISTUVA  
VAMMAISTYÖ**



**Euroopan unionin  
osarahoittama**

My competence is

# DIVERSITY COMPETENCE

I respect and acknowledge people's individuality.  
I am interested in other people.

*“I am aware of my own preconceptions and treat people as individuals. I do not make assumptions based on appearance or functional ability.”*



My competence is

# MANAGING CHALLENGING SITUATIONS

I often manage to handle situations that are perceived as challenging, regardless of whether they involve everyday work, networking or cooperation with family members. I have the ability to anticipate and reflect on different situations, and I want to learn from them.

*“I create a calm and safe atmosphere around me.  
Situations can be difficult, but people are not.”*



My competencies are

# DIGITAL AND TECHNOLOGICAL SKILLS

I view digitalisation and different technologies as opportunities. I am also keen to try out new applications and devices. I am happy to help and guide others in these matters.

*“At work, both service users and colleagues come to me when they need help getting a new phone to work or solving a computer problem.”*



My competencies are

# PROMOTING THE RIGHT TO SELF-DETERMINATION

I understand the importance of self-determination.  
I take into account individual encounters, communication, accessibility and  
adequate support as part of the realisation of self-determination.

*“My work focuses on enabling service users to live their own kind of everyday life  
and enabling them to live their lives.”*



My competence is

# NETWORKING SKILLS

I understand diverse networks and their importance as part of my work. High-quality network cooperation can enable many things in the lives of service users.

*“I see networking as an opportunity, not an obstacle.”*



My competencies are

# ASSISTIVE DEVICE EXPERTISE

I am interested in different types of assistive devices. I see the importance of assistive devices in enabling service users to be active participants.

*“I can adjust assistive devices to make the service users position comfortable and supportive.”*



# My competence is **INFLUENCE**

I want to influence the field and human rights in society as well. I promote equality through my actions. I dare to take a stand and encourage open interaction.

*“I speak positively and constructively about my work.  
My actions have a positive impact on the appeal of the field.”*



My competencies are

# GUIDANCE SKILLS

I take a guidance-based approach to my work. I know how to guide service users according to their individual needs. I am clear in my guidance and tailor my instructions to each client and situation.

*“I recognise service users' strengths. I guide them by focusing on their strengths. I encourage and motivate them.”*



My competencies are

# DOCUMENTATION

I have the ability to record key aspects of a service users life clearly, descriptively and respectfully, in line with the persons needs. My records meet legal requirements and promote the flow of the information within the work community. I enjoy doing written work.

*“Documentation is an important part of the job. I ensure that the written documents required for work are up to date and sufficiently accurate.”*



My competence is

# SHARING EXPERTISE

I am able to share my expertise with others in an understandable way. I am good at training new employees and guiding students.

*“I want to help others succeed in their work. I am happy to share my expertise with colleagues, and I also want to learn from others.”*



# My competencies are

# **ENABLING PARTICIPATION**

As an employee, I recognise my role in ensuring service users\* participation. Participation means that everyone can be involved, have an influence and be heard. I help customers participate in matters that are important to them.

*“I want to find out what is important to each person. I support everyone's participation in a personalised way in both small and large matters in everyday life.”*



\* Inclusion means that everyone can participate, influence and be heard.

My competencies are

# NURSING SKILLS

I enjoy working in nursing tasks, for example in washing situations or tasks related to health monitoring.

*“My strength lies in participatory care work. Even in care tasks, I help them utilise their own resources by applying the principles of kinaesthetics.”*



My competencies are

# PERSON-CENTERED

I always take a person-centered approach to my work. I respect individual choices, interests and wishes. I also involve service users in planning activities.

*“My work is always based on the wishes and needs of the service users.”*



My competencies are

# MEDICATION MANAGEMENT SKILLS

I enjoy working with medication. I am interested in matters related to medication and its impact on persons' lives.

*“I enjoy working with medication-related tasks. For example, I like dispensing medication. When necessary, I guide and advise my colleagues and service users networks on the implementation of medication therapy.”*



My competencies are

# RESPONSIBILITY SKILLS

In my work, I take into account aspects of responsibility such as environmental friendliness and economic and social sustainability. I remind our work community to take responsibility into account.

*“I want to strengthen the consideration of responsibility in our work community. I also support service users in considering responsibility.”*



My competencies are

# MANAGING THE BIG PICTURE

I understand broad concepts and cause-and-effect relationships. I have good time management and organisational skills. I can also handle pressure and keep everything together.

*“At work, I take care of schedules and keep the calendar up to date. I keep everything together, even if there are insufficient resources on duty or something unexpected happens.”*



My competencies are

# SERVICE SYSTEM EXPERTISE

I understand how the service system works. I am able to support both service users and networks in applying for various services and guide them to the right services.

*“I identify service needs holistically together with the service users, taking into account their resources, life situation and wishes. I promote service users participation in the planning and implementation of services.”*



My competencies are

# COMMUNICATION SKILLS

I enable service users to communicate in different ways. In different situations, I ensure that everyone has the opportunity to express themselves and be understood – even without words.

*“I actively and creatively seek suitable means of communication for all service users.”*



My competence is

# DEVELOPMENT

I work with a developmental approach. I always see opportunities to improve practices or develop operations. I also support others in their development.

*“I develop even when I try not to. There is no such thing as a small matter that cannot be developed in some way.”*



My competence is  
**SOMETHING ELSE**

