

STRENGTH FINDING TEST FOR PRIESTS AND CONSECRATED (SFT)

INTRODUCTION

Within the journey of Claretian formation, the human person is not approached merely as a set of deficiencies to be corrected, but as a living mystery already endowed with gifts, capacities, and seeds of grace. As the General Plan of Formation reminds us, grace does not bypass human reality; it takes root within it, working through both strengths and limitations to shape a missionary disciple.

The **Strength Finding Test** is offered as a practical formative tool to help formandi and missionaries become more aware of the positive resources already present within them. It invites a movement from vague self-perception to concrete recognition of one's personal strengths across multiple dimensions—emotional, motivational, intellectual, social, character, and spiritual.

This exercise is not meant to promote self-sufficiency or self-centred evaluation. Rather, it is a tool for **truthful self-knowledge**, which is the foundation of authentic discernment and growth. In the logic of the Forge, recognizing one's strengths is part of the movement of **purification in truth**, where the person learns to see himself as he is—gifted, limited, called, and still in process.

By identifying areas of strength, the Formandus is helped to:

- recognize how God is already at work in his life
- appreciate the personal resources available for mission
- build confidence grounded in reality rather than illusion
- take responsibility for further growth and integration
- place his gifts at the service of the community and the mission

At the same time, this test serves as a valuable aid for formators in accompaniment, helping them to identify patterns, balance areas of growth, and guide the Formandus toward greater integration.

This instrument should therefore be used in a spirit of **reflection, prayer, and openness**, ideally followed by personal or guided sharing, so that the insights gained may be integrated into the ongoing process of formation.

STRENGTH FINDING TEST – WORKSHEET

Basic Information

Name: _____

Date: _____

Stage of Formation: _____

Instructions

You will see a list of different strengths (qualities).

For each one, give a score from **1 to 10**:

- **1** = Not present at all in me
- **5** = Present sometimes / average
- **10** = Very strong in me

You can choose any number between 1 and 10.

Important: Answer based on your real life, not what you would like to be.

PART I: RATING YOUR STRENGTHS (NUMBERED FOR SCORING)

Give a score from **1 to 10** for each item

No.	Strength	Description	Score
1	Achievement	I am an achiever in what I undertake	
2	Adventurous	I explore new things with courage	
3	Art	I have talents in art	
4	Caring	I take care of others	
5	Challenge	I take on difficult tasks	
6	Chastity	I live purity with inner freedom	
7	Cleanliness	I am neat and orderly	
8	Commitment	I make lasting commitments	
9	Community	I live well with others	
10	Compassion	I feel concern for others	
11	Compromise	I am willing to give and take	
12	Cooperation	I work well with others	
13	Courage	I face difficulties bravely	
14	Courtesy	I am polite and respectful	
15	Creativity	I generate new ideas	
16	Dependability	I am reliable and trustworthy	
17	Determination	I persist in achieving goals	
18	Dialogue	I resolve differences through dialogue	
19	Discipline	I follow rules and structure my life	
20	Dutifulness	I fulfil my responsibilities faithfully	
21	Empathy	I understand others' feelings	
22	Enthusiasm	I do things with interest and joy	
23	Faith	I believe in God and His Word	
24	Faithfulness	I remain loyal in relationships	
25	Flexibility	I adjust to new situations	
26	Forgiveness	I forgive others	
27	Friendship	I build supportive friendships	
28	Fun	I am playful and joyful	
29	Generosity	I share what I have	
30	God's Will	I seek and follow God's will	
31	Gratitude	I am thankful	
32	Health	I maintain physical and mental health	
33	Honesty	I am truthful	
34	Hope	I remain positive	
35	Humility	I am simple and modest	
36	Humour	I see the lighter side of life	
37	Industrious	I work hard	
38	Integrity	I live according to my values	
39	Intelligence	I use my mind well	
40	Intimacy	I share deeply with others	
41	Justice	I promote fairness	
42	Kindness	I am considerate and helpful	
43	Knowledge	I seek to learn	
44	Leadership	I guide and inspire others	

45	Loving	I am loving towards others	
46	Merciful	I show compassion beyond justice	
47	Moderation	I avoid excess	
48	Nurturance	I support others' growth	
49	Obedience	I follow rightful authority	
50	Openness	I accept new ideas and feedback	
51	Order	I organize my life well	
52	Optimism	I expect good outcomes	
53	Passion	I feel deeply about what I do	
54	Patience	I remain calm in difficulty	
55	Perseverance	I do not give up easily	
56	Personal Growth	I work on self-development	
57	Piety	I show devotion to God	
58	Poverty	I live with detachment	
59	Practical	I apply common sense	
60	Prayer	I pray regularly	
61	Promptness	I am punctual	
62	Purpose	I have direction in life	
63	Renunciation	I sacrifice for a higher good	
64	Risk-taking	I take necessary risks	
65	Self-acceptance	I accept myself	
66	Self-actualization	I develop my potential	
67	Self-assertion	I express myself appropriately	
68	Self-control	I manage my emotions	
69	Self-esteem	I value myself	
70	Self-reliance	I manage things independently	
71	Service	I serve others	
72	Simplicity	I live simply	
73	Solitude	I value time alone	
74	Spontaneity	I respond freely and naturally	
75	Sportsmanship	I accept success and failure well	
76	Suffering	I bear difficulties with grace	
77	Talents	I recognize and use my gifts	
78	Temperance	I control my desires	
79	Truthfulness	I speak the truth	
80	Tolerance	I respect differences	

PART II: CATEGORY SCORING (AUTOMATIC CALCULATION)

Add the scores of the given item numbers

1. Emotional Strengths

Items: 10, 13, 21, 22, 32, 45, 46, 52, 54, 68, 80

Total (t): _____

Average: $(t \div 11) \times 10 =$ _____

2. Motivational Strengths

Items: 1, 5, 8, 17, 22, 30, 37, 41, 44, 53, 56, 62, 64, 66, 71

Total (t): _____

Average: $(t \div 15) \times 10 =$ _____

3. Intellectual & Talent Strengths

Items: 3, 15, 18, 39, 43, 59, 70, 77

Total (t): _____

Average: $(t \div 8) \times 10 =$ _____

4. Social Strengths

Items: 4, 9, 11, 12, 14, 16, 18, 21, 24, 26, 27, 40, 45, 48, 50, 54, 71, 75

Total (t): _____

Average: $(t \div 18) \times 10 =$ _____

5. Character Strengths

Items: 1, 2, 7, 20, 25, 28, 29, 31, 33, 36, 38, 51, 53, 55, 61, 64, 65, 67, 69, 74, 79, 80

Total (t): _____

Average: $(t \div 22) \times 10 =$ _____

6. Spiritual Strengths

Items: 6, 19, 23, 26, 30, 34, 35, 42, 46, 47, 49, 57, 58, 60, 63, 72, 73, 76, 78

Total (t): _____

Average: $(t \div 19) \times 10 =$ _____

PART III: IDENTIFY YOUR STRONG AREAS

Write all strengths where you scored **7 or above**

My Main Strengths

PART IV: PERSONAL REFLECTION

Take a few minutes to reflect and write:

1. What are my strongest qualities?

2. Which strengths help me most in my vocation?

3. Which areas need more growth?

4. How can I use my strengths in service of others?

PART V: FORMATOR / GUIDE NOTES (Optional)

Observations:

Suggestions:

FINAL NOTE

The Strength Finding Test becomes truly formative when it moves beyond a simple scoring exercise and enters into a process of discernment and integration. The goal is not merely to know one's strengths, but to **understand how these strengths are shaping one's vocation and availability for mission**.

In the light of the Forge, strengths are not static qualities; they are capacities that must be continually **purified, configured, and tempered**. A strength that is not integrated can become a limitation; a strength offered in freedom becomes a channel of grace. For example, leadership without humility can become domination, while generosity without discernment can lead to burnout.

Thus, this exercise invites the Formandus to ask deeper questions:

- How are my strengths being used in the service of God and others?
- Which strengths need further purification or balance?
- Which strengths can I consciously develop for mission?
- How do my strengths support my growth in Christ-like maturity?

When approached in this way, the test contributes to forming a missionary who is not driven by unconscious needs or compensations, but who gradually becomes **free, integrated, and available**. Ultimately, the purpose of identifying strengths is not self-enhancement, but **self-gift**. The missionary is called to recognize his gifts, accept them with gratitude, and offer them generously in the service of the Gospel. In this way, personal strengths become part of the Spirit's work of shaping a life that is increasingly:

- rooted in truth
- configured to Christ
- strengthened in fidelity
- and ready to be sent

The test, therefore, finds its true fulfilment when it helps the person move from **self-awareness to self-offering**, becoming a living instrument in the mission of Christ.

Online Resources

VIA Institute on Character

<https://www.viacharacter.org>

- A leading international resource on character strengths based on positive psychology.
- Offers the free VIA Character Strengths Survey, research articles, and practical exercises for personal growth.

PositivePsychology.com

<https://positivepsychology.com>

- A comprehensive collection of articles, tools, exercises, and research on strengths, resilience, emotional well-being, and personal development.

Further Reading

- Buckingham, M., & Clifton, D. O. (2001). *Now, Discover Your Strengths*. Gallup Press.
- Rath, T. (2007). *StrengthsFinder 2.0*. Gallup Press.
- Peterson, C., & Seligman, M. E. P. (2004). *Character Strengths and Virtues: A Handbook and Classification*. Oxford University Press.
- Benner, D. G. (2004). *The Gift of Being Yourself: The Sacred Call to Self-Discovery*. IVP Books.
- Snyder, C. R., & Lopez, S. J. (Eds.). (2021). *Positive Psychology: The Scientific and Practical Explorations of Human Strengths* (5th ed.). Sage.

Formative Note

Recognizing one's strengths is only the beginning of the formative journey. These resources help deepen self-knowledge, cultivate character, and integrate personal gifts with the call to discipleship and mission. Used alongside prayer, spiritual accompaniment, community life, and apostolic experience, they encourage formandi to develop their strengths with humility, gratitude, and generosity, so that their gifts become instruments of service in the Church and the world.