

Character Strengths in Healthcare Workers: A Review Across Domains

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ABSTRACT

The term Character Strengths is conceptualised by the Values in Action framework. The aim of this review is to synthesise evidences taken from peer reviewed journals and full-length papers to explore the multifaceted application of Character Strengths across various domains, specifically in healthcare workers. The 10 domains identified were wellbeing, burnout, resilience, job engagement, health related quality of life, leadership and team dynamics, interventions, career outcomes, medical education and psychometric evaluations. This review underlines the transformative potential of Characters Strengths, such as Hope, Perseverance, Social intelligence and Gratitude in fostering psychological resilience and also enhances workplace dynamics and improves the health outcomes of healthcare workers. The findings from this review emphasises the pivotal role of strength-based approaches in mitigating burnout to promote resilience and enhancing job satisfaction, especially in healthcare settings. Some of the leadership qualities among the healthcare workers, such as fairness and empathy, have shown to enhance the organisational culture and team dynamics. When focusing on strength-based interventions, it has shown to improve emotional health and career engagement. Moreover, the Values in Action tool have helped in providing robust framework for assessing strengths among healthcare workers, as well as in developing targeted strength-based interventions. This review highlights the need for more integrated strength-based approaches across other domains, such as in various educational contexts, caregivers, patients suffering from illnesses. This paper concludes with the recommendations for future research to include cross cultural validation and also the need for longitudinal study to explore the long-term impact of Character Strengths in a much better manner. By bridging research and practise, this paper aims to offer actionable insights and leverage strength in order to enhance individual and organisational flourishing of health care workers.

Keywords: Character Strengths, Values in Action (VIA) Framework, Healthcare Workers, Psychological Resilience, Strength-Based Interventions, Well-being.

Introduction

Character Strengths could be defined as positive traits and individuals flourishing. It includes capacities for thinking, feeling and behaving in certain ways which would help benefit oneself as well as others. This model has lately become the corner stone of positive psychology. This Values in Action classification framework was introduced in 2004 by Martin Seligman and Christopher Peterson. This model covers a total of 24 Character Strengths, which are divided into six virtues. The six virtues are Wisdom, Courage, Humanity, Justice, Transcendence and Temperament. These Character Strengths are considered to be essential for living a fulfilling and meaningful life and these Character Strengths further helps in achieving flourishing and optimal human functioning. The Character Strengths have a broad applicability across personal, interpersonal and professional domains as of now. Character Strengths are now increasingly being studied in psychology and in related fields. In the past couple of

years, the research on Character Strengths have demonstrated the profound impact on individuals' mental health, job engagement, resilience, burnout and largely covering wellbeing. Character Strengths such as Hope, Zest and Gratitude have evidently shown to predict wellbeing. While other Character Strengths like Perseverance and Prudence have shown to encourage healthier lifestyles and long-term goal achievement among individuals. Furthermore, the Character Strengths like Fairness, Empathy and Social Intelligence have shown to be vital in enhancing the teamwork. Leadership and interpersonal relationships, specifically in the organisational settings in health care. In spite of covering all these aspects, there still remains a gap in understanding the diverse application of Character Strengths in different fields, particularly in addressing burnout, increasing Resilience and improving overall quality of life, among other vulnerable populations.

The individuals working in healthcare settings faces excessive stressful environment which could be characterised by high workloads, long working hours and also emotional demands. They also have a frequent exposure to suffering and loss. As these healthcare workers face this almost on all days. They become more susceptible to burnout emotional exhaustion and reduce job satisfaction. So, considering this, the researchers and practitioners have made some strategies to promote wellbeing and resilience among the health care workers to bring a little ease to this population. Positive psychology and its emphasis on strength-based approaches tends to offer interventions which could help the healthcare workers in addressing onto these challenges. Character strengths are empirically valid consistent, which plays a critical role in particular paradigm by providing these health care workers with the tools to navigate adversity, to build resilience, to enhance their performance, job satisfaction and to find meaning in their work they are providing to others. Furthermore, the relevance of Character Strengths, spreads beyond just healthcare to broader societal challenges, which includes in leadership, in education and also in enhancing career satisfaction. Some of the studies have shown the effectiveness of strength-based interventions in reducing the turnover intention, and also in promoting career engagement, not just in health care professionals, but also in other domains. The Values in Action inventory have further facilitated the measurement and application of these Character Strengths, which enables the researchers to design tailored intervention for individuals.

The main purpose of this review is to consolidate the previous evidences on the applications of Character Strengths. To highlight their role in promoting wellbeing, mitigating burnout and to foster professional success. The literature on Character Strengths significantly is fragmented with studies focusing on particular strengths population and outcomes. So, the lack of generalizability of findings limits the development of interventions. In addition to this, Character Strengths are widely spread for theoretical and empirical significance. But still, it lacks in practical applications in various other domains, especially in healthcare and organisational settings. People dealing with illnesses warrants further exploration. Therefore, by encouraging this interconnectedness this review will help us in providing a competitive understanding of Character Strengths as to how these could be applied to enhance overall wellbeing.

The particular review holds on to both the theoretical and practical significance. Theoretically, this review is integrating diverse findings from multiple studies to provide us with a holistic understanding of Character Strengths, advancing knowledge in the field of positive psychology. And practically, this review will help in offering actionable insights to develop and design strength-based interventions based on the Values in Action model which could be implemented in healthcare organisational settings and in other domains as well. Therefore, by identifying the evidence-based strategies, this review bridges the gap between research and practise. In conclusion, Character Strengths represent a promising avenue in enhancing the resilience and well-being. This review aims to contribute to the growing evidences and knowledge on strength-based approaches, which will in short, offer comprehensive framework and practical applications for future research.

Methodology

This review was conducted to combine the existing findings on Character Strengths in multiple contexts with a specific focus on health care workers. The methodology used here employed a systematic approach to screen the previous studies and analyse relevant literature, while also adhering to academic standards for review. Only full-length papers were included for this review and peer reviewed journal papers were taken in order to ensure reliability of the sources. The particular papers were selected based on the relevance to the themes of Character Strengths specifically in the healthcare workers. Things excluded from the study were grey literature, non-peer reviewed articles. A total of 32 papers were selected out of its 17 were found to be relevant to the studies. After searching multiple

databases like Google Scholar, Psych INFO, Scopus the papers were selected. Keywords such as character strength, resilience, wellbeing, burnout, where searched in the context of workers working in healthcare along with those Boolean operators (AND, OR) were used in combination. The articles search was only restricted to papers published in English and those which focus exclusively on Character Strengths used and VIA classification of strength or related inventories and also studies which developed Strength Based Interventions based on VIA framework.

A thematic summary of character strengths and its themes, applications key finding and relevant themes across domains are present in Table 1.

Character Strengths and Well-Being

Character Strengths enhance the psychological, emotional and physical wellbeing which forms the foundation for a fulfilling life and individuals flourishing. The Character Strength of Hope, Zest and Spirituality and gratitude are considered to be linked with higher life satisfaction and emotional stability (Peterson and Seligman, 2004). These key Character Strengths foster positive emotions and also help to promote resilience and guide individuals to navigate challenges while also maintaining an optimistic attitude particularly in healthcare settings. The application of some specific Character Strengths, like Social Intelligence, and Curiosity have shown evidence to enhance the interpersonal dynamics of health care workers, further contributing to both psychological and emotional wellbeing (Huber et al., 2020). Emotional wellbeing is further supported by Character Strengths of Humility and Forgiveness, which help in improving relational harmony and in reducing psychological distress (Macfarlane, 2019). Physical wellbeing of health care workers is also positively impacted by Character Strengths of Self-Regulation and Prudence, which encourages healthy lifestyle choices. The Character Strengths of Zest and Vitality have shown evidence to promote health behaviour such as daily exercise and stress management. Whereas Gratitude and Humour alleviate stress, (Baumann et al., 2020) Furthermore, the Character Strengths of Spirituality and Transcendence connect an individual to develop a sense of purpose and help foster resilience during tough times, or times of crisis (Emmons et al., 1998). In short Character Strengths are essential in fostering to balance and fulfil life by directly positively influencing multiple areas of wellbeing.

Character Strengths and Burnout

Burnout is a term which is characterised by emotional exhaustion, leading to reduced efficacy and is a prevalent issue often seen in the healthcare workers. The Character Strengths is proven to provide a protective factor against burnout by enhancing coping and resilience. Some key Character Strengths like Zest, Perseverance and Hope are found to be effective in typically mitigating emotional exhaustion and helping in keeping the professionals motivated during the times of crisis or when working under pressure (Duffy et al., 2016). Some other interpersonal strengths, like Empathy and Kindness, help in improving the workplace dynamics by maintaining supportive relationships, and by reducing likelihood of depersonalization (Singh et al. 2016). Moreover, the Character Strength of Honesty and Fairness helps with the decision making and stress management, which is very important for managing the demands of high stress environment. (Baek & Choi, 2013). The prior studies comparing the government and private nurses have revealed that, those nurses who have utilised their Character Strengths have reported low levels of burnout and have also shown higher job satisfaction (Huber et al., 2020). The Strength-Based Interventions which specifically focuses on identifying and applying signature strengths have also shown significant reduction in burnout and have possessed a sense of purpose and resilience (Macfarlane 2019). In conclusion, Character Strengths are shown as a vital resource in fighting burnout and offering healthcare workers to thrive their emotionally demanding roles.

Character Strengths and Job Engagement

Job engagement could be defined as the dedication and absorption of work agreement which is closely associated with the application of Character Strengths. Character Strengths such as Creativity, Curiosity, Love of Learning, has proven to enhance workplace engagement by fostering innovation and problem-solving (Baumann, et al., 2020). The interpersonal strengths are said to foster teamwork and social intelligence, which overall contributes to cohesiveness of workplace relationships and increases the sense of belongingness and collaboration. These factors prominently enhance the organisational commitments of the workers working in healthcare and reduces turnover intentions. (Huang et al., 2023). Moreover, the Character Strength of Hope and Zest are said to produce higher job satisfaction and professional fulfilment, as they are said to be aligned with meaningful goals (Duan et al., 2021). Studies done on the nursing population have actually shown that the job satisfaction and work engagement could

improve when they are able to recognise their Character Strengths and actively apply them in workplace settings (Singh and Choubisa, 2009). There are also evidences that the Strength-Based workshops and exercises of self-reflection have shown effected results in improving work engagement across multiple professional settings. Leaders who encourage maintaining Strength-Based practises within the organisations could help foster thriving workplace culture. Lastly, these practises enhance work engagement productivity and overall workplace morale.

Character Strengths and Resilience

Resilience could be described as the ability to grow in the face of adversity. Resilience is strongly connected with Character Strength of Hope, Bravery and Gratitude. These Character Strengths help individual to look at challenges as opportunities for growth and help in maintaining optimism during challenging times. Healthcare professionals, who are more prone as they work in high stress environments could get benefited from these Character Strengths. The character strength of perspective and adaptiveness enhances the workers efficiency and improves decision making and problem-solving skills when working under pressure. The training programmes designed for health care workers based on these Character Strengths have shown significant improvement in resilience and also in stress management. The Character Strength of Social Intelligence and Gratitude have also shown an effective role in fostering resilience by specifically strengthening social support networks and enhancing the interpersonal relationships as well. It's also seen that the caregivers who practises Character Strengths like Gratitude report much better emotional health and improves in reduction of the stress levels (Duffy et al., 2016). The Character Strength of Bravery encourages proactive behaviour and also enables healthcare workers to take onto challenges with confidence (Singh and Choubisa, 2009). Therefore, resilience is deeply rooted into Character Strength, which helps individual to navigate in the face of adversity.

Character Strengths and Health-Related Quality of Life (HRQoL)

The application of Character Strengths has significantly enhanced the health-related quality of life specifically, those behaviours which are linked to lifestyle behaviours and emotional wellbeing of health care workers. The Character Strengths of Prudence and Self-Regulation are closely related with healthier eating habits, as well as linked to better sleep quality and also increased physical activity, which, in short, contributes to overall health (Baumann et al., 2020). The studies done on the nursing population shows that the Character Strengths of Gratitude and Kindness are said to foster a positive outlook, which also enhances mental and physical health of this population. The Character Strength of gratitude is found to alleviate stress, which in turn improves the immune function and cardiovascular health. Whereas the Character Strength of Kindness improves the social bond which promotes emotional stability (Duffy et al., 2016). Moreover, the Character Strength of Hope and Zest contributes to vitality and energy, which also motivates the healthcare workers to pursue healthier lifestyles. In healthcare settings, these Character Strengths also play a vital role in supporting caregivers and maintaining their own wellbeing, while also providing quality care to patients. (Singh and Poonam, 2018). The Character Strength of Spirituality provides with a sense of meaning and purpose, which is essential for mental health of health care workers, specifically those dealing with chronic illnesses or life-threatening situation (Emmon's et al., 1998). Therefore, Character Strength and health related quality of life are closely related as they encourage behaviours which enhance the psychological wellbeing as well as physical health.

Leadership and Team Dynamics

Both the leadership and team dynamics are enhanced by the integration of Character Strengths, which in turn promotes trust, effective communication and collaboration. The leaders who possess the strengths of fairness, social intelligence, empathy helps boost confidence and also foster a culture of inclusivity when working in teams (Macfarlane, 2019). The Character Strength of Fairness and Integrity helps in building credibility among the team members of health care workers. And it also encourages open communication, which in turn reduces the workplace conflicts. Studies have also talked about the role of Character Strength of Gratitude and Humility to enhance team dynamics. The Character Strengths of Gratitude fosters appreciation and recognition. Whereas the Character Strength of Humility encourages leaders to accept feedback and to adapt to challenges effectively. (Baumann et al., 2020). Furthermore, the strength of teamwork and citizenship in healthcare teams have proven to improve the coordination between the members as well as improve patient outcomes (Duffy et al., 2016). Therefore, the strength-based leadership enhances the supportive team culture, which ensures job satisfaction and high job performance across organisational levels.

Interventions and Positive Psychology Applications

The strength-based interventions have proven to enhance the wellbeing and resilience among the healthcare workers. The strength-based interventions have been rooted deep in positive psychology. The aim of these interventions is to identify and apply signature strengths which would help the individuals to improve their overall emotional health as well as work satisfaction (Peterson and Seligman 2004). Various mindfulness practises, when combined with Character Strength of Kindness and Forgiveness, have proven to increase life satisfaction and also in reducing stress levels (Macfarlane 2090). The strength based coaching programmes have also benefited in boosting work engagement and in reducing burnout, specifically in high pressure environments such as hospitals (Singh and Choubisa, 2009). The strength-based programmes, which are specifically tailored to individual needs, are said to be impactful. The interventions which encourage self-reflection enhances psychological resilience and also promotes flourishing. These are typically associated with the character strength of Zest, Perseverance and Hope. Further research has highlighted the important role of integrating strength-based programmes into organisational positions, which will help in increasing the potential and improve overall mental health and will sustain wellbeing in health care professionals (Baumann et al., 2020).

Character Strengths and Career Outcomes

It has been seen that Character Strength influences job performance, career satisfaction, career outcomes and turnover intentions. The Character Strength of Social intelligence, Hope and Perseverance, plays an important role to foster a positive workplace environment (Huang et al., 2023). The previous research has emphasised that individuals who utilises their strengths tends to experience higher job satisfaction and they also align pretty well with the organisational rules. The Character Strengths of Fairness and Teamwork, boost collaborative environment and reduces conflict in workplace, which in turn directly impacts career progression and long-term success. The healthcare workers who show strengths of Creativity and Love of Learning demonstrates improved adaptability, which makes them better to handle the challenges faced in healthcare (Baumann et al., 2020). Furthermore, the strength-based interventions have evidences to lower down turnover intentions as these promotes fulfillment and sense of purpose in workplace settings (Huang et al., 2021). Therefore, Character Strength enhances career outcomes in individuals as well as contributes to organisational effectiveness.

Character Strengths and Medical Education

The application of Character Strengths is evolving in medical education in order to develop resilience. Ethical reasoning and professionalism among students. The use of tools such as the Values in Action inventory have shown effective results in medical students as with the use of these, they are able to identify and cultivate their strengths in a righteous manner, which also encourages the application of Character Strengths in clinical settings. (Singh and Choubisa, 2009). The previous studies have underlined the gender-based differences with the applicability of strength. The female showing more of interpersonal strength, like Social Intelligence, Empathy, whereas the Character Strengths found in males are Bravery and Judgement. Thus, these findings highlight the need for tailored approach for both genders in order to maximise student potential (MacFarlane 2019). It's also seen that the Character Strength of Perseverance and Love of Learning are found to be critical in enhancing academic excellence and clinical competence. Like the students who are applying their strengths have shown higher level of intrinsic motivation, and they are also able to manage the demands of medical training properly (Baumann, et al., 2020). Furthermore, the integration of Character Strength is found to be effective in enhancing overall wellbeing of students and their professional identity. Therefore, the medical education programmes, which typically focuses on Character Strength, provide students to navigate the complexities they face during the clinical practise and in also maintaining their mental and emotional health.

Psychometric Studies and Measurement of Character Strength

The psychometric evaluation of Character Strengths is growing at a significant rate, specifically with tools like the CVQ-96 and the VIA inventory both questionnaires possess a good level of reliability and validity across different populations These inventories have proven to provide robust frameworks to assess Character Strengths and virtues, which also includes wellbeing, job engagement and resilience (Harzer & Ruch, 2015). The Values in Action inventory measures 24 Character Strengths across 6 virtues which in turn offers a holistic understanding of an individual's potential and strength. Likewise, the CVQ-96 questionnaire, which is also based on VIA model, evaluates these strengths of Interpersonality, Vitality and Cautiousness Both the inventories possess a strong internal consistency and test-retest

reliabilities (Singh and Choubisa, 2009). The previous research done using these tools have underlined the predictive power to link these strengths to psychological wellbeing, physical health, and also with workplace satisfaction. Furthermore, the research is still ongoing to further refine these tools to ensure cultural adaptability and its relevance and diverse settings (Baumann et al. 2020). In conclusion, the psychometric advancements highlight the pivotal role of Character Strengths as measurable constructs, which will provide actionable insights for both the research and practical application in healthcare, as well as in other domains.

Table 1: Thematic Summary of Character Strengths in Healthcare Settings

Theme	Key Findings	Relevant Strengths	Applications	Strength Measurement Tool	Study Context	Limitations
Character Strengths and Well-Being	Strengths like hope, zest, and gratitude enhance psychological, emotional, and physical well-being.	Hope, Gratitude, Zest, Spirituality	Improves resilience, reduces stress, and fosters meaningful connections.	VIA Classification	Healthcare professionals in diverse roles	Limited longitudinal outcomes; lacks diverse cultural contexts.
Character Strengths and Burnout	Strengths mitigate burnout by reducing emotional exhaustion, promoting resilience, and improving workplace relationships.	Perseverance, Kindness, Empathy	Improves emotional regulation, reduces depersonalization, and fosters a supportive work environment.	VIA Classification	Nurses and pediatric healthcare trainees	Small sample sizes; no exploration of long-term burnout reduction strategies.
Character Strengths and Job Engagement	Active use of strengths increases job satisfaction, promotes alignment with organizational goals, and reduces turnover intentions.	Creativity, Curiosity, Teamwork	Enhances motivation, boosts engagement, and fosters career satisfaction.	CVQ-96	Primary and rural healthcare workers	Cross-sectional studies limit causal inference; lacks diversity across healthcare professions.
Character Strengths and Resilience	Strengths enhance adaptability and help professionals view challenges as growth opportunities.	Optimism, Adaptability, Gratitude, Bravery	Strengthens stress management and equips healthcare workers to handle high-pressure environments.	VIA Classification	High-stress healthcare settings	Limited to cross-sectional studies; lacks follow-up data on resilience over time.
Character Strengths and HRQoL	Strengths improve health-related quality of life by encouraging positive behaviors and reducing stress.	Prudence, Self-Regulation, Gratitude, Zest	Promotes healthier lifestyles, better sleep quality, and improved physical and mental health.	CVQ-96	Nurses and hospital physicians	Limited focus on broader healthcare roles; no cross-cultural analysis.
Leadership and Team Dynamics	Leadership strengths foster trust, inclusivity, and collaboration, improving team performance and cohesion.	Empathy, Social Intelligence, Fairness	Reduces workplace conflict, promotes collaboration, and creates a positive organizational culture.	VIA Classification	Physicians and healthcare leaders	Few studies examined long-term leadership outcomes; more evidence needed in team-based contexts.
Interventions and Positive Psychology	Strength-based interventions improve emotional well-being, job satisfaction, and resilience.	Forgiveness, Kindness, Perseverance	Supports strength-based training programs and mindfulness-based interventions to enhance resilience.	VIA Classification	Healthcare training and work settings	Limited diversity in intervention methods; lacks scalability across larger organizations.

Character Strengths and Career Outcomes	Strengths like perseverance and teamwork improve job performance and reduce turnover intentions.	Perseverance, Teamwork, Creativity	Enhances career satisfaction, motivation, and long-term alignment with professional goals.	CVQ-96	Public hospitals and rural healthcare	Limited evidence on turnover reduction; external factors influencing job performance not explored.
Character Strengths and Medical Education	Strengths-based education fosters professionalism, ethical practice, and resilience in medical students.	Perseverance, Love of Learning, Empathy	Prepares students for clinical practice, enhances their well-being, and builds their professional identity.	Custom self-evaluation surveys	Medical education settings	Variation in character education across institutions; limited longitudinal impact assessment.
Psychometric Studies and Measurement	Tools like VIA and CVQ-96 reliably measure strengths and their relationship with well-being and outcomes.	All strengths	Provides reliable tools for assessing strengths and guiding interventions in various populations.	VIA, CVQ-96	Psychometric validation across healthcare and other populations	Limited psychometric studies for specific populations like pediatric or rural healthcare.

Conclusion

The aim of this review is to highlight the transformative role of Character Strengths around diverse areas, specifically in the healthcare settings. Character Strengths could be defined as positive traits, which helps with individuals flourishing and contributes to optimal functioning, which serves as a foundational resource to foster resilience to enhance wellbeing and to improve job satisfaction (Peterson and Seligman, 2004). The findings from this review highlights the potential of the Character Strengths to overcome personal as well as professional challenges which, in short, makes them indispensable tool to promote holistic development, as well as organisational success. There is a pretty compelling link seen between Character Strengths and wellbeing. It's been seen that the application of Character Strengths, such as Hope, Gratitude and Zest, have significantly enhanced emotional and psychological wellbeing. The Character Strength helps the healthcare workers to maintain optimism in tough situations, to show resilience and to foster positive emotions, even in the face of adversity. The workers working in health care deals with huge amounts of stress, and while applying these Character Strengths in their life, it could help the workers to reduce their anxiety levels, to regulate their emotions and furthermore, it also increases life satisfaction (Huber et al., 2020). However, the other Character Strength of Spirituality and Perspective helps in developing a sense of purpose, which typically acts as a protective factor around the time of distress or crisis. (Emmons et al., 1998).

Character Strengths have also shown evidences to mitigate burnout. Burnout is typically characterised by a state of emotional exhaustion, which reduces the individual's overall efficacy towards their tasks. And dealing with burnout is pretty high in healthcare settings due to the nature of their work and emotional demands. The Character Strength of Hope, Perseverance and Fairness, is found to act as buffers against the stressors, which enables health care workers, in increasing motivation and psychological wellbeing (Duffy et al., 2016). The interpersonal strengths of kindness and empathy have further shown evidences to reduce burnout and to foster a supportive workplace environment and relationships, which in turn enhances collaboration among the team members (Macfarlane, 2019). Thus, the findings from these studies actively emphasises the pivotal role of incorporating strength-based interventions into workplace wellness programmes, specifically for those professionals who works in high-risk professions such as nursing staff and primary health care workers.

Resilience could be described as the capacity to recover in the face of adversity The strength of optimism, bravery and adaptability empowers the individuals to take on to challenges as opportunities in order to grow in spite facing obstacles. (Singh and Choubisa 2009). The training programmes shows that individual who possess these strengths have shown improvement in stress management and in improving their overall mental health, specifically in the healthcare professionals working in high pressure environments (Xie et al., 2020). The Character Strength of Social Intelligence and Gratitude enhances

resilience and strengthens social support network, which in turn fosters meaningful connections and also alleviate stress levels. Therefore, these findings indicates that resilience building strategies must be prioritised to achieve sustainable outcomes.

Another theme which emerged is the role of Character Strengths in enhancing health related quality of life. The Character Strengths of Self-Regulation and Prudence fosters a healthy lifestyle, which in turn leads to better physical and mental health outcomes (Baumann et al 2020). Like the strength of Zest and Vitality are connected with enhanced energy levels, which motivates individuals to adapt proactive health behaviour. Spirituality as a strength of transcendence enhances the individual's health related quality of life, by giving individuals a meaning towards their life and a sense of purpose, which is pretty essential, especially during crucial periods of illnesses and hardships. (Emmons et al. 1998).

Now, when talking about the organisational context, Character Strengths have been proven effective to influence leadership and team dynamics. The leaders who possesses strengths of Social Intelligence, Fairness and Empathy are said to create collaborative inclusive environments which create a sense of trust and cohesion among team members (Singh et al., 2016). The strength-based leadership enhances job satisfaction as well as improves team performance and reduces workplace conflict. Moreover, the collective strength such of Teamwork and Citizenship plays an important role in enhancing resilience on high functioning of teams specifically in healthcare settings, where both the collaboration as well as coordination is essential. (Marcfarlane 2019).

The strength base interventions have emerged as a powerful tool to enhance wellbeing and work engagement in professional settings. The programmes which typically focuses on signature strengths have shown improvement in resilience, emotional health and job satisfaction (Peterson and Seligman, 2004). There are evidences that, by combining mindfulness with Character Strengths of Kindness and Forgiveness have proven beneficial to reduce stress and to improve overall life satisfaction (Baumann et al., 2020). Translational research further underlines the need for incorporating these interventions on organisational policies to enhance the worker's long-term wellbeing and overall professional success.

The career outcomes have also found to impact the application of Character Strengths. The employees who leverage the Character Strength of Teamwork, Perseverance and Creativity have reported to show higher job satisfaction and reduce turnover intention. (Huang et al, 2023). The Character Strength of Social Intelligence and Fairness have proven to foster a positive work environment, as well as effective communication, which typically aligns with individual's organisation goals. In addition, the strength-based interventions also address career stagnation and promotes intrinsic motivation, which aligns with individuals personal and professional aspirations. (Xie, 2020.)

The amalgamation of Character Strengths into medical education have proven to foster professionalism and ethical practise. The Values in Action inventory have helped the students to identify their core strengths, which equipped them to navigate the complexities faced during clinical practise. (Singh and Choubisa, 2009). Some of the Character Strengths have been proven important in fostering academic excellence, as well as to prepare them for the high demand of medical training. The strength associated with it are the Love of Learning and Perseverance.

Lastly, psychometric instruments such as the VIA inventory and CVQ-96 have brought about the assessment of Character Strength which provides individuals with a reliable framework for evaluation and application of Character Strengths. These instruments have been used to assess multiple domains, such as resilience, wellbeing and work satisfaction, which offers actionable insights to both the research and practise (Duan et al., 2021). But there still lacks some gap. So, the future research must prioritise checking the cross-cultural validation of these tools in order to ensure the applicability in diverse populations.

In conclusion the Character Strength are transformative assets, which helps individuals to contribute to their wellbeing. Also integrating their Character Strength in education, workplace practises, curriculum have proven to build resilience, enhance the overall quality of life and to promote professional success in the work environment. However, there still needs effective implementation of strength-based approaches, which further requires tailored interventions and programmes to address both cultural and contextual nuances. In order to ensure long lasting impact and sustainability.

The review focuses on the pivotal role of Characters Strengths in enhancing wellbeing, resilience and professional success of the healthcare workers. The Character Strengths of Hope,

Kindness, Gratitude and Perseverance have found to have profound effects over psychological and physical health, and also in reducing burnout in promoting resilience, specifically in the high stress environments such as healthcare settings. The integration of Character Strengths in workplaces in developing intervention offers transformative potential for individuals in the healthcare settings. In particularly healthcare, Character Strengths like Fairness, Social Intelligence and Empathy could improve team dynamics and team leadership, which will further foster collaboration and will help in reducing workplace conflicts. Similarly, the Strength Based Interventions have proven to be effective in enhancing the job engagement and career satisfaction of the health care workers. Hence, these findings underline the pivotal role of leveraging Character Strengths as a resource to improve the overall quality of life and professional outcomes of health care workers. This review also highlights the need for reliable psychometric tools to assess the Character Strengths precisely which will enable the tailored application in diverse domains. The current research is evidence based and robust, so the future researchers must focus upon more longitudinal studies across cultural validation in order to further understand the long-term impact of Character Strength on diverse populations. In conclusion, Character Strengths are essential to promote holistic wellbeing. By fostering a strength-based culture. The individuals could unlock the full potential and cover multiple domains.

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