



Character Foundation Assessment (CFA)

The CFA measures 22 character strengths and harmonizes with our traditional virtues. Ultimately this contributes to greater self-knowledge thus enabling personal growth in happiness and purpose. This survey was developed by the Peirce Group, whose expertise is survey creation and validation.

The Character Foundations Assessment is a psychometric tool validated to measure the critical virtues and character strengths critical to success in business. This group-level analysis is designed to assist you to better understand the strengths and development needs of your team and the general dynamics within the team.

The resulting report consists of 5 sections:

- 1) Executive Summary
- 2) Composite report
- 3) Capability Analysis
- 4) Radar-Graph Comparison
- 5) Top-Five Virtues
- 6) Bottom-Five Virtues

The analysis and report are designed to reveal general trends in the team, identifying strengths, weaknesses, and team dynamics. Further, this report may be used to identify potential blind spots within the group and offer information valuable for increasing team effectiveness in areas such as innovation, problem-solving, and conflict resolution.

Names are removed from the report to protect the confidentiality and anonymity of the participants. Each member of the team will possess their individual reports and each receives a detailed debrief on their results. How much individual data is shared within the group is entirely up to the individuals in the group.

The purpose of the Character Foundations Assessment is to help create a positive work environment that will lead to higher levels of integrity, trust, employee engagement and organizational success.

