

# Personal Strengths

Personal resilience strengths are the individual characteristics, also called internal assets or personal competencies, associated with healthy development and life success. They do not cause resilience but rather are the positive developmental *outcomes* demonstrating that this innate capacity is engaged. Michael Baizerman, Professor of Youth Studies at the University of Minnesota, refers to this as “phenomenological resilience,” that which can be seen, observed, and measured. Said even more simply, these personal strengths are what resilience looks like (see Figure 2).

Four categories of often overlapping personal strengths, or manifestations of resilience, were outlined ten years ago in *Fostering Resiliency in Kids* and labeled (1) social competence, (2) problem solving, (3) autonomy, and (4) sense of purpose. While researchers and writers often use differing names for these personal strengths, regardless of terminology, these categories hold up under the scrutiny of another decade of research. [Appendix A compares popular terms for these personal strengths across various theoretical perspectives.] In fact, as Masten states, “Recent studies continue to corroborate the importance of a relatively small set of global factors associated with resilience” (2001, p. 8) that are both personal and environmental. These competencies and strengths appear to transcend ethnicity, culture, gender, geography, and time (Werner & Smith, 1992, 2001). According to a National Research Council and Institute of Medicine report on youth development, “The little available evidence suggests that most of these characteristics are important in all cultural groups” (Eccles & Gootman, 2002, p. 81). Similarly, Werner and Smith find that they also are important across gender (1982, 1992, 2001). These resilience strengths are most fittingly seen as developmental possibilities that can be engaged in all individuals through the provision of the supports and opportunities discussed in chapters 4 through 8.

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