



Welcome to the **Dependable Strengths** Articulation Process

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State Career Guidance and Transition Coordinator



The DSA Process

- Individual transformation – new self identity, increased self-esteem / value
- Simple philosophy: **Everyone has Excellence**
- Depth process: 18 hours, 60 steps
- Structured timing
- Small groups, individual work, lecture, discussion, reflection
- Derived from experience – not theory
- Refined over 50 years
- Every piece is purposeful

What You Can Expect

- Learn more about your strengths
- Gain confidence in yourself
- Connect with others
- Learn a new way to find work



Hidden Strengths

- Societal Bias
- Cover Words
 - Labels
 - Titles

Mary, COOK



"Cook each day for three years – cooks dinner for family of seven. Sets table, washes dishes, puts them away."

MARY



- Starts and finishes jobs
- Keeps things in order
- Plans activities & work
- Organizes/Prioritizes work
- Manages work
- Gets a long with people
- Listens to Instructions
- Reads and follows instructions
- Learns quickly

Good Experience

Something . . .

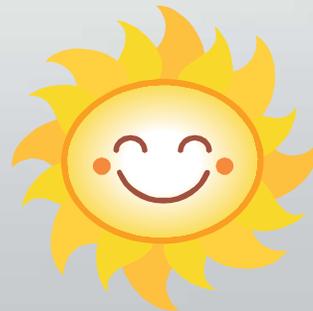
1. You feel you did well

2. Enjoyed doing

3. Are Proud of

✓ Any time of your life

✓ Any part of your life



Your Earliest Good Experience



- Before the age of 10
- Draw with crayons

There are no prizes for artwork, so don't be concerned about quality. 😊

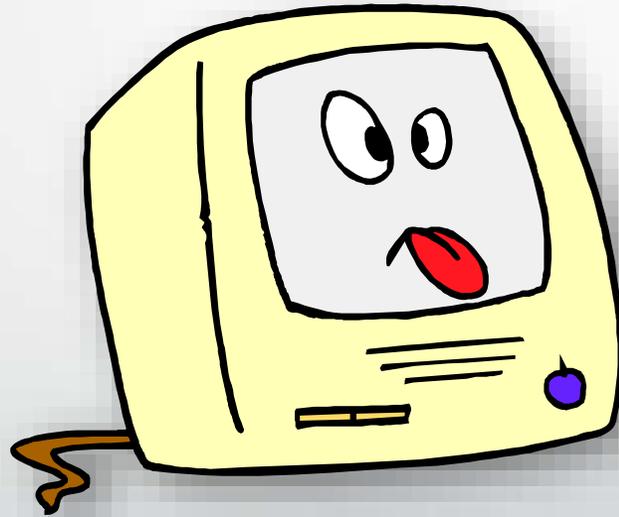
Share TWO (2) Recent Good Experiences

- Last 2 – 3 years
- Any part of your life
 - Family
 - Church
 - Work
 - Hobbies, etc.

Discuss Good Experiences

- How does it feel to be talking about only Good Experiences?
- How did your partner look while talking about Good Experiences? What was their demeanor?
- Did you learn something about your partner?
- What was your reaction to your partner's experiences?
- Did it sound like your partner was bragging or boasting?

Break Time – 15 minute reboot



Demonstration



- How to extract possible strengths from *Good Experiences*.
- The beginning of the steps for eventually identifying *Dependable Strengths*.

Trio Instructions

1. List 2 Good Experiences
2. When your turn comes, **HOLD UP** your list so your trio members can read it.
3. Name aloud the first Good Experience, then say what you did to make it happen. Trio members can ask questions about **WHAT** you did and **HOW** you did it, but no **WHY?** questions.
4. As you talk and give details, your trio members **LISTEN** carefully and **WRITE** down three or more skills or talents they feel you must have used.
5. Do the same with the next Good Experience.
6. When you finish telling all Good Experiences, each listener **READS** their list of strengths to you out loud, then gives you the list (1 minute each).
7. Listeners **ASK** you, "How did you feel?" You reply, then another trio member becomes the speaker and the process is repeated until all have had a turn.

Discuss Trio Experience

- What happened for you in this experience?
- What did you see happening for others?
- Did you learn something new about yourself or others?



Next Steps in *Dependable Strengths* Articulation Process

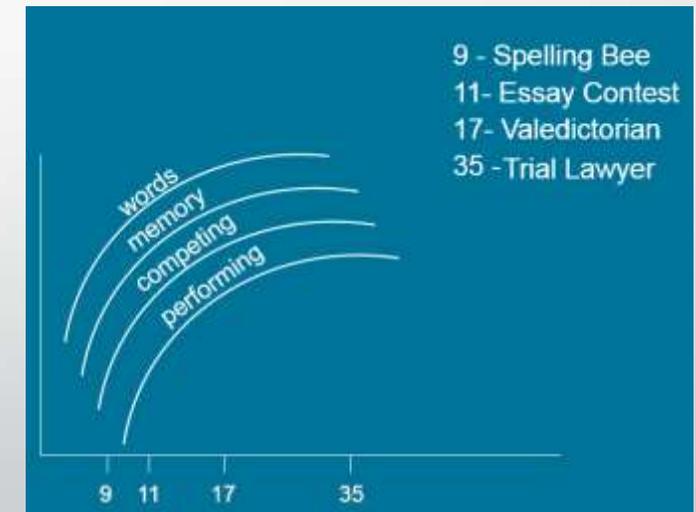
Strengths Exploration Chart

	Built House	Trip to Texas	Math Article	Youth Program
Analysis				
Artistic	✓			
Budgets				
Controls				
Coordination	✓	✓	✓	✓
Creative...	✓			
Leader	✓			

	Built House	Trip to Texas	Math Article	Youth Program
Organizer	✓	✓	✓	✓
Outdoors				
Ownership				
People		✓		
Perceptive				
Persevere...		✓		

Your unique pattern of strengths

Pattern of Strengths



Next Steps in *Dependable Strengths* Articulation Process

Reality Test of a Dependable Strength

My Strength/ Activity	<input type="text" value="Name of strength"/>
Proof #1 (best example)	<i>Describe a specific event demonstrating your strength (it may or may not be a Good Experience). Give details of what you did. Describe the result. The more "proofs", the more "dependable"!</i>
Proof #2 (next best example)	

Talking About Strengths

- A - "There are a number of things I do well. One of my many strengths is...(name it)."
- B - "Prove it"
- A - Give your best example or two of using that strength
- B - Give feedback: clear? concise? convincing?

Next Steps in *Dependable Strengths* Articulation Process

Dependable Strengths Report

REPORT on the Dependable Strengths of

(draft)

SANDRA SMITH
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description:

an excellent coordinator, planner, organizer, ...skilled interpersonal communicator-verbally and in writing...highly effective manager of projects, people, programs and events...energetic and enthusiastic with a genuinely positive outlook and approach...a high-level professional who seeks and demonstrates quality in all aspects of self, work and life...open to new experiences and learning

evidence of effectiveness

Managed 3 state-wide professional associations simultaneously, involving coordinating/facilitating Board meetings, strategic planning, all financial tasks and budgeting, coordinating state conventions, public relations and overall effective operations of the organizations.

- *commended by supervisor for being the only employee, as well as the newest to the team, to manage three organizations at once.*

Developed, coordinated and managed state-recognized community schools program involving 1000 volunteers and 3500 community participants. Responsibilities included: personnel, program development, recruitment, public relations, training and team building

- *Increased community participation from 900 to 3500. Recognized as a model program in the State of Washington*

Successfully planned and coordinated dozens of activities and events including:

- *school district administrative leadership retreat - 100 staff*
- *Community Services Christmas Bazaar - 4,000 participants*
- *school district volunteer appreciation dinners and teas*
- *wellness team walk-a-thon*
- *church social hour - volunteer*

Successfully managed home, work and two children as a single parent. Both children graduated college with 3.8 GPA'S

background

Over 12 years effectively managing programs, people, projects and organizations with increasing successful results. Employers include: Tacoma School District and Jones, Cameron, Hull Association Management Services

education

BS, University of Idaho, Moscow, Idaho,
University of Heidelberg, Heidelberg, Germany.

personal data

Traveled to Singapore, and throughout Europe. Enjoy travel, plays, avid bicyclist and hiker. Excellent friend, Marathon runner.

Next Steps in *Dependable Strengths* Articulation Process

DS Job Interview

Interviewer: Tell me about yourself.

You: There are a number of things I do well.
Three of those are... (strength), (strength), (strength).
Which would you prefer I talk about first?

Interviewer: (Name one.)

You: (Give one example of your effectiveness.)
Is this the kind of information you want?

Interviewer: Yes.

You: Would you like me to tell you more about that area of effectiveness or about another of my strengths?

Job Magnet



Next Steps in *Dependable Strengths* Articulation Process

Job Magnet Process through Fieldwork & Crisis of Disbelief

Job Magnet

Purpose: To Be...

REMEMBERED
And
REFERRED

The Job Magnet Process
Worksheet #25

Opening: Hello. I need some advice.

1. I don't expect you to have a job for me or even know of one, but I am looking. Would you please look over this Report on my capabilities and give me your ideas of work that might match my strengths?
[Give the person your Report. Get him/her to ask questions about it.]
Ask me some questions about my information.
2. Will you keep me in mind for a couple of months and let me know if you hear of a job that could use my strengths? *[Wait for a 'yes' signal]*
3. Thank you. I'll let you know how I'm doing from time to time.
[Wait for approval by nod or by word. Get this person's name, number or email]
4. Do you know of someone who might hear of a job that would use my strengths? I wouldn't expect that person to have a job for me, but just be willing to hear what I have to offer, just like with you.
5. Could you give me the name of someone like that?
[Get that person's name and telephone number]
6. May I say you gave me his/her name?
7. Thank you very much.

Next Steps in *Dependable Strengths* Articulation Process

Teambuilding

The Silent Question

How can YOU be VALUABLE to me?

Partnership of Excellence



Idaho CIS Dependable Strengths

Dependable Strengths



Step 1: Remembering Good Experiences

Now remember (real hard) back when you were young, say before the age of 10, and remember the earliest **Good Experience** you can. Describe it in the box below.

My Earliest Good Experience

› Tell what you did, how you did it and what the results were.

My earliest Good Experience was...

Title

› Give a one to three word title for this good experience.

Enter a title...

[Save & Exit](#) [← Back](#) [→ Continue](#)

Remember —

A Good Experience Is Something...

- you feel you did well, and
- you enjoyed doing, and
- you are proud of.

[Hint](#)





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Dependable Strengths

Each person has a unique collection of strengths. Identifying your Dependable Strengths is a process that can be used easily, well.

The six-step process includes:

- Identifying many past good experiences
- Selecting the top four good experiences
- Completing the Strengths chart

Restore Session

Would you like to start where you left off?

Dependable Strengths

Step 2: Pick Your Top Four Good Experiences

Here are the Good Experiences you listed. Look them over carefully and pick the four that are most important to you. Move them by clicking on the words.

All Good Experiences

- Sharp Flag Competition
- Hawaii
- Diversity Workshop PNACAC
- Piano Gold Cup
- Grad Recital - Zarzuelas
- Baylor Academic Mentorship
- Remodel Indiana House
- Nontraditional Student Counseling

My Top Four

- Hawaii
- Grad Recital - Zarzuelas
- Baylor Academic Mentorship
- Diversity Workshop PNACAC

Dependable Strengths

Step 3: Doing The Strengths Chart

Now you can discover the skills and strengths you used to make your good experiences happen. Click on one of your top four to begin, then continue.

My Top Four Experiences

<input type="button" value="Chart"/>	Hawaii	<input checked="" type="checkbox"/>
<input type="button" value="Chart"/>	Grad Recital - Zarzuelas	<input checked="" type="checkbox"/>
<input type="button" value="Chart"/>	Baylor Academic Mentorship	<input checked="" type="checkbox"/>
<input type="button" value="Chart"/>	Diversity Workshop PNACAC	<input checked="" type="checkbox"/>



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Dependable Strengths

Step 3: Doing The Strengths Chart

Good Experience #1: Hawaii

› Select the strengths you used the most to make this Good Experience happen.

Helping Strengths (1 of 6)

- Helping, being of service
- Curing, healing
- Being sensitive to other's feelings
- Sharing
- Working as part of a team
- Counseling, guiding
- Understanding
- Listening
- Being a peacemaker
- Encouraging
- Helping people to help themselves
- Teaching, tutoring
- Other (enter strength)

Planning

Dependable Strengths

Step 3: Doing The Strengths Chart

Good Experience #1: Hawaii

› Select the strengths you used the most to make this Good Experience happen.

Organizing Strengths (3 of 6)

- Correcting, proofing, editing
- Developing a budget
- Managing money
- Memory for numbers and facts
- Keeping financial records
- Counting, calculating, computing
- Organizing
- Paying attention to details
- Meeting deadlines
- Following through on decisions
- Other (enter strength)

Save & Exit

← Back

→ Continue

Helping, Creative, Organizing, Persuading, Thinking & Action Strengths

Idaho CIS Dependable Strengths



Dependable Strengths



Step 4: Here Are The Strengths You Picked

► The numbers show how many times you checked them. Now select 3 to 6 that you enjoy using the most and are your strongest.

(Click on the words to move them.)

All My Strengths

- Planning
- Other (enter title)
- (4) Following through on decisions
- (4) Meeting deadlines
- (4) Organizing
- (4) Paying attention to details
- (4) Planning, coordinating
- (4) Following through on plans
- (4) Gathering information, resources
- (3) Being sensitive to other's feelings
- (3) Listening
- (3) Understanding
- (3) Working as part of a team
- (3) Correcting, proofing, editing
- (3) Demonstrating, selling
- (3) Public speaking
- (3) Observing, comparing
- (3) Concentrating
- (2) Counseling, guiding
- (2) Helping people to help themselves
- (2) Helping, being of service
- (2) Encouraging
- (2) Teaching, tutoring
- (2) Sharing
- (2) Writing, using words
- (2) Developing new ideas
- (2) Developing a budget
- (2) Counting, calculating, computing
- (2) Managing money
- (2) Leading others

My Strongest

- Following through on decisions
- Organizing
- Gathering information, resources
- Listening
- Working as part of a team
- Following through on plans
- Being sensitive to other's feelings
- Understanding
- Public speaking

Idaho CIS Dependable Strengths

Dependable Strengths



The Career Connection

See how your strengths match with careers. The numbers below indicate how often your strengths show up in each career path.

Career Path	Dependable Strengths	All Strengths	Artistic
Social	4	25	Actors
Artistic	0	10	Animators and Multi-Media Artists
Conventional	2	27	Architects
Enterprising	2	26	Art Directors
Investigative	1	17	Choreographers
Realistic	0	3	Dancers
			Editors
			Fashion Designers
			Film and Video Editors
			Fine Artists
			Floral Designers
			Graphic Designers
			Hairstylists and Cosmetologists
			Industrial Designers
			Interior Designers

Click the Career Path name to see lists of occupations most likely to use your strengths, especially your **Dependable Strengths** – those things you do well and enjoy.

Save & Exit

← Back

→ Continue



Idaho CIS Dependable Strengths

- Updated Fall 2014
- Dependable Strengths is an add-on, or (*Optional Module*) that must be purchased by each site individually.
- To use Dependable Strengths, you must have the Full Version of the CIS or CIS Junior system with portfolios.
- If your school is interested in adding Dependable Strengths, contact CIS: idahocis@labor.idaho.gov or... *if you know who your **CIS Contract Coordinator** is for your District*, ask them for approval to add it to your Idaho CIS Contract, and then have your Contract Coordinator email CIS to ask us to add it to their current CIS contract.



Reflection

Old tradition says, *"find out what you did wrong and never do it again."*

New wisdom says, *"find out what you did right, so you can be sure to do it again."*

The old way suggests moving ahead while looking back. The new way suggests moving forward by finding safe footholds and continuing to climb."

Bernard Haldane, Ph.D.

Originator of the Dependable Strengths Articulation Process

Thank You!

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