

## Module 0

### 1. Character Strengths

#### 1.1 About ASA

The Authentic Strengths Advantage (ASA)<sup>™</sup> helps people connect to their authentic passion and purpose—their personal contribution to the world. This personal contribution is ignited to full flame when we tap into our strengths, that core part of ourselves that energizes us and gives life its savor. Inherent in every individual is the potential for greatness. As a member of the International Coach Federation (ICF), we echo ICF’s core belief that people are “naturally creative, resourceful, and whole.” When you put strengths coaching into practice, you are acknowledging that the person being coached intuitively has the answers and solutions within herself or himself.

A strengths coach’s job isn’t to impose his own opinion, will, or even well-meaning intentions on another. Rather, the best leaders and coaches know how to inspire and allow people to bring their authentic selves to school, work, and home, creating the conditions for sustainable high performance. Authenticity is central to strengths coaching because it is the key to fully engaging people to make a distinctive and meaningful contribution not just at school or work, but also in the many facets of their personal lives.

The mission of ASA is to help people *explore*, *empower* and *engage* their character strengths personally and professionally to create positive, measurable and sustainable results. We do this by delivering transformational, evidence-based coaching, training and tools that leverage character strengths in order to maximize human contributions and fulfillment - at school, work and in life. ASA is founded on the values of authenticity, trust, excellence, positivity, and service.

#### 1.2 Copyrights and Trademarks

##### Copyright and Trademarks

Authentic Strengths Advantage *Youth/Teens* is the registered trademark of this workshop. Certain portions of this manual are the copyright of Authentic Strengths Advantage, LLC as noted herein and are used with permission under a license agreement. The content of the workshop materials is copyrighted as noted by Authentic Strengths Advantage, LLC with all rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording, or use of any information-storage or retrieval system, for any purpose without the express written permission of ASA. Registered and/or pending trademarks of ASA in the United States and in foreign countries are used throughout this work. Use of the trademark symbols “®” or “™” is limited to one or two prominent trademark usages for each mark.

##### Terms of use

This is a facilitator-assisted workshop. Training must be conducted only by facilitators who have been certified by Authentic Strengths Advantage, LLC or SMCOV. This manual and the

other materials for this workshop are to be used only pursuant to the terms and conditions of the License Agreement (“License”) between SMCOV and the entity licensed by SMCOV. Under the License and the SMCOV Facilitator Agreement, those who teach this workshop must be employed or contracted by a licensed organization. Furthermore, under this license agreement Master Facilitators must present this workshop only under the provisions of the License and only to participants who are likewise employed by that same licensed organization unless specified otherwise in the License.

### **Key Words and Phrases**

**Students** : Online Learner.

**School** : Designated area where the participant is learning eg. College and or University.

**Participants:** Others participating with the online learner inclusive of the online learner.

### **Disclaimer**

The information presented in this program is the result of years of practical experience and research. The information in this program, by necessity, is of a general nature and not a substitute for an evaluation or treatment by a competent psychologist. If you believe you are in need of psychological interventions, please see a medical practitioner as soon as possible. There are no guaranteed results expressed or implied.

## **1.3 Message from ASA CEO**

### **A letter from Fatima Doman Founder and CEO of Authentic Strengths Advantage**

Welcome!

The Authentic Strengths Advantage (ASA)™ is excited to announce a customized line of workshops and reports developed specifically for clients of SMCOV, a global leader in disseminating high-quality training programs. This global collaboration enables ASA’s life-changing content to reach countless individuals around the world through groundbreaking, transformational and highly engaging trainings and related products. ASA and SMCOV are passionately committed to empowering people and organizations to optimize every aspect of their performance. We’re very excited to share our vision!

As a facilitator of Authentic Strengths Advantage™ (ASA) Youth/Teens, you will have the opportunity to learn powerful principles that will help you explore, empower, and engage their character strengths, leading to more fulfillments in your lives and the lives of those they touch. By teaching these skills, you will help students to take advantage of their strengths and the strengths of those around them at school and in every other area of life.

Participate fully in this workshop. Take risks, ask questions, and learn as much as you can from your fellow facilitators. This experience will play a significant role to help your student find fulfillment in the future.

I wish you great success in learning how to facilitate the exploration, empowerment, and engagement of authentic strengths.

Sincerely,  
Fatima Doman  
Founder and CEO

## ***1.4 Overview of the Facilitator Guide***

### **OVERVIEW OF THE FACILITATOR GUIDE**

#### **How this Facilitator Guide is organized**

This guide is divided into two sections:

1. Preparation
2. Content

1. **Preparation:** This section provides the four steps necessary to be certified to facilitate the workshop. It also contains an explanation of facilitator resources and a complete checklist to help you prepare to conduct a successful workshop.

2. **Content:** This section provides a minute-by-minute guide for delivering the workshop, complete with PowerPoint® miniatures, video cues, and useful background information.

## ***1.5 Learning Objectives***

### **LEARNING OBJECTIVES** During this workshop, students will cover the following **ASA content:**

- Happiness: The Formula
- What are Character Strengths?
- Signature and Situational Strengths
- Overuse vs. Underuse of Strengths
- Student Success Strategies
- School/Life Balance
- Goal Attainment
- Responsibility/Reliability
- The Neuroscience of Optimism
- Whole Person Coaching
- Comparanoia
- Perfectionism/Reframing Failure
- Self-Compassion/Resilience
- Addiction Awareness
- Authentic Motivation
- Character Strengths Fuel Emotional Intelligence
- Mindful Emotions
- Effective Communication
- Team Building

- The Smart Swarm

Flow: Strengths in Action  
Positive Practices  
Leading Self/Others

**After this workshop, students will be able to:**

- Apply learning from a strengths-based report in school/life settings, including rationale for a strengths-based perspective.
- Help students improve engagement through knowledge of their own strengths and those with whom they associate.
- Help teams improve performance by discovering their strengths and their functioning using the ASA content.
- Re-frame school/life problems and solutions from a strengths-based perspective.
- Identify interventions to boost engagement, student/team culture and addiction awareness.

gr8synergy