

Module 0

1. Character Strengths

1.1 About ASA

The Authentic Strengths Advantage (ASA)[™] 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.

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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.

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