



DAY ONE LEARNING AGENDA

- 1. Introductions and Participation Details**
 - a. Who are we? Who are you? Your interests? and logistics
- 2. How will we spend our time? What will we learn?**
 - a. Overview of learning activities and outcomes
- 3. Now: The Benefits and Limitations of Strength-Based Tools**
 - a. Activity: What are you currently using? What works and doesn't work?
 - b. The 6 limitations of strength-based tools
- 4. Introducing Gift-Based Language and Tools**
 - a. Your current understanding of gifts?
 - b. Defining Skills, Talents, Gifts, and Core Gift.
 - c. Historical perspective/current usage of gift language and tools
 - d. *Ladder of Motivation*: The human capacity model we'll use
 - e. Using statistical or discernment-based tools?
 - f. Four primary motivators of gifts
- 5. Tool One: 3 Gift Buckets**
 - a. Overview of the *3 Gift Buckets*
 - b. Activity: Gifts of Talent
 - c. Activity: Gifts of Wisdom
 - d. Understanding passage/initiation processes
 - e. Activity: Gifts of Passage
 - f. Activity: Action planning with the *3 Gift Buckets*
- 6. Tool Two: The Core Gift Interview**
 - a. History and evolution of the Core Gift process
 - b. Benefits of using gift language and tools
 - c. Process validity and Decisional Matrix
 - d. Overview of the five steps
 - e. Activity: Listening for and recording the "nugget"
 - f. Activity: Developing the Scrap Piles
 - g. Activity: Paired Interview #One
 - h. Debriefing, Q&A about process
- 7. Days End**
 - a. Most influential learning
 - b. Overview of Day Two



DAY TWO LEARNING AGENDA • FACILITATOR CERTIFICATION

1. Getting Started

- a. Reflection on previous day
- b. Questions about process

2. Tool Two, continued

- a. Activity: Paired Interview #2
- b. Debriefing interview process

3. Gift Wisdom Stories: Understanding Initiatory Healing Steps

- a. Half-Girl Story
- b. Overview of gift healing paradigm
- c. Application to Core Gift Discovery processes
- d. Using story within Coaching framework

4. Coaching: Working with Gift Barriers and Shadows

- a. Identifying terms
- b. Loyal Soldier: concept integration into gifts
- c. Activity: Worksheet identification of barriers/opportunities using your Core Gift
- d. Discussion of integration with coaching plan

5. Coaching: Examples of Gift-Based Coaching and Activities

- a. Leadership paradigm: Gift strength and weaknesses
- b. Building a gift wall in an organization
- c. Integration of gifts into lifestyle change areas
- d. Using Reflection Questions in the Process Packet
- e. Integration of gifts into Employment/vocation search
- f. Using gifts in schools, helping organizations
- g. Using the Signature Gift process with groups
- h. School-based activities:
 - i. Student designed gift activities
 - ii. Using gifts in lifestyle planning
 - iii. Mentoring and gifts
 - iv. Group activities using gifts
 - v. We Are All Gifted multi-session curriculum



DAY TWO LEARNING AGENDA, cont.

6. Other Useful Items

- a. Steps to Introducing gifts
- b. Cautions about gift discovery and use
- c. Behavior issues and gifts

7. Certification Overview and Steps

- a. Review of Certification Requirements
- b. Submission of Core Gift Discovery documents for review
- c. Scheduling a Certification Approval call
- d. Timelines for Certification

8. Ending

- a. Review of Learning Objectives
- b. Discussion of learning impact
- c. Evaluation

