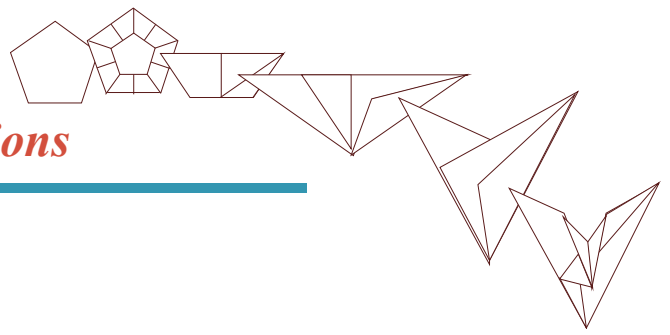


We Are All Gifted: Using Gifts in Helping Organizations



ONE DAY LEARNING AGENDA

1. **Introductions and Participation Details**
 - a. Who are we? Who are you? Your interests?
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. A brief history of strength-based evolution
 - b. Activity: What are you currently using? What works and doesn't work?
4. **Introducing Gift-Based Language and Tools**
 - a. Your understanding of gifts?
 - b. Historical perspective/current usage of gift language and tools
 - c. *Ladder of Motivation*: The human capacity model we'll use
 - d. Using statistical or discernment-based tools?
 - e. Four primary motivators of gifts
5. **Tool One: 3 Gift Buckets**
 - a. Overview of the *3 Gift Buckets*
 - b. Activity: Gifts of Talent, Wisdom
 - c. Understanding passage/initiation processes
 - d. Activity: Gifts of Passage
6. **Tool Two: The Core Gift Interview**
 - a. History and Benefits of the Core Gift process
 - b. Overview of the five steps
 - c. Activity: Paired Interview #One
 - d. Activity: Paired Interview #2
 - e. Debriefing, Q&A about process
7. **Examples of Integrating Gift-Based Information**
 - a. Customer use and integration
 - b. Organization/Staff use and integration
 - c. We Are All Gifted multi-session curriculum
8. **Other Useful Items**
 - d. Introducing gifts
 - e. Cautions about gift discovery and use
 - f. Behavior issues and gifts
9. **Ending**
 - g. What action interests you?
 - h. Learning comments and evaluation

