

The Dependable Strengths Articulation Process in Challenging Economic Times

Anne Scholl-Fiedler, CDS East Coast Regional Representative

More than ever, the value of the Dependable Strengths Articulation Process (DSAP) to both individuals who are being downsized and organizations that are restructuring cannot be highlighted enough. The program from which it began in the mid 1940's has come full circle. Last week during a college consortium career fair, I had a recent participant from the facilitator training tell me that she thinks that DSAP has a powerful place in how we work with our clients during these challenging economic times in giving people hope to see new possibilities for their future.

In our age of technology where searching for jobs online has become abundant, companies and organizations are frequently receiving three times the number of applicants for an open position at any given time. The window of time in which positions are advertised is also very short based upon quarterly earnings and need. This, no doubt, will result in high frustration levels on behalf of the job seeker who is competing with candidates from all levels of experience.

The DSAP, on the other hand, provides hope to participants by getting the job seeker out from behind the computer and into a peer assisted group process that provides support and value to the individual. By remembering "enlivening" experiences, receiving feedback from group members, recognizing patterns of strengths, testing out strengths for proof and articulating these strengths the participant experiences an increase in self esteem and a renewed sense of hope and power to see new possibilities that were hidden from awareness. With this new knowledge, the participant articulates their strength through story to anyone who may be able to provide advice and referrals. This act in itself produces more positive results than any online application process might be able to accomplish.

In the years that I have facilitated the DSAP with numerous groups that have included career changers, dislocated workers, undecided students and students who were in jeopardy of being dismissed from school, the benefits remain consistent and I am always uplifted by the energy of people discovering who they are at their best. The same principles can be applied to work teams who want to understand and respect one another's strengths within the group and determine how their combined strengths can create exceptional results for their organization.

If you are looking for a process that will have a high positive impact with results, then you need to explore the Dependable Strengths Articulation Process. Not only will you see the benefits for your clients, you will also experience your own sense of renewal.