

*Center for Dependable Strengths  
Seattle, Washington*

## **Introduction**

### *The Spirit of the Dependable Strengths Articulation Process*

"The *Dependable Strengths Articulation* (DSA) process is an intervention which increases a person's self- esteem, motivation to achieve and responsible behavior. Recent studies indicate that those in the DSA workshops are also likely to experience change in locus of control from external to internal, and will feel more of an influence on their futures. Other research indicates that participants will use their knowledge of *Dependable Strengths* to make further education, training and career decisions, to reduce the stress in their lives, to focus more on being productive in positive ways, to feel stronger in resistance to drug and alcohol abuse, to relate to others with less conflict, and to communicate more clearly.

Exactly how this happens is a wonderful mystery. Each man, woman, and young person wants to grow in his or her own way. Growing requires change, and is feared because it involves the unknown. What is known is that people rarely apply as much as 20 percent of their potential, so there is much room for growth. When people come to know more of their resources and potential they become less afraid of stepping into the future.

The idea that people learn and grow through their mistakes has become traditional. In the DSA a new process is started: learning from successes and discovering *Good Experiences* through which each person can recognize and use more of his or her potential. In addition, by uncovering one's own *Dependable Strengths*®, one becomes free to use, develop, or combine them in different ways to accommodate change. Change, then, comes to mean adaptation and flexibility, rather than the unknown and feared.

Old tradition says, "find out what you did wrong and never do it again." New wisdom says, "find out what you did right, so you can be sure to do it again." The old way suggests moving ahead while looking back over your shoulder. The new way suggests moving forward by finding safe footholds and continuing to climb."

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