

## Publications

An intervention manual is being developed for 1990 use. A background publication, Bernard Haldane's Career Satisfaction and Success: How to Know and Manage Your Strengths, is available from the University Bookstore, Seattle, WA 98105; in California, through Career Research and Testing, San Jose, CA 95125.

## Dependable Strengths Project

### Advisory Board

- Bernard Haldane, Chair
- Cal Crow
- Emily Elliott
- Jean Haldane
- Phyllis Needy
- Ivan Settles

### Staff

- Jerald Forster, Director
- James McMurrer, Associate Director
- Terry Schwartz
- Kathy Severson

Papers abstracted in Resources in Education, Sept. 1989, and available from the ERIC/CAPS Clearinghouse, U. MI., Ann Arbor, MI. 48109-1259, include:

- "Rationale of The Dependable Strengths Articulation Process," by J. R. Forster, ED 305573.
- "The Dependable Strengths Articulation Process: How it Works," by Bernard Haldane, ED 305575.
- "Initial Intervention Outcomes of The Dependable Strengths Project," by J. E. McMurrer, ED 305574.

The DSAP has been the basis of a number of workshops and courses dealing with a variety of problems. These include:

- Articulate Your Strengths;
- Career Planning; Outplacement; Team Building; Job Finding Power;
- Bring Out The Best In Others and Yourself;
- Identify Your Gifts For Ministry; Career Changing, Increasing Self-Esteem In The Classroom.

## The Dependable Strengths Articulation Process

The Dependable Strengths Articulation Process (DSAP) was designed to enhance self-esteem, motivation and sense of responsibility. DSAP programs enable people to work together more harmoniously, stimulate positive self-exploration and appreciation of interdependence. They reveal a person's strongest transferable skills; enlarge his or her potential; and relate people's strengths to education and career development.

**DEPENDABLE STRENGTHS PROJECT**  
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## The Dependable Strengths Project

The Dependable Strengths Project was created to study and develop the DSAP and its applications. During the past two years over sixty teachers completed the 3-credit course "Increasing Self-Esteem in the Classroom." In an evaluation all reported that they learned new things about themselves, and that DSAP could enhance the self-esteem of their students.

Papers on DSAP were presented at four national and statewide conferences.

Four DSAP workshops have been conducted for over seventy participants, all of whom reported they benefited from it.

### The 1989-90 Year

Ten professionals are currently involved in training for leadership of DSAP workshops (they will implement and evaluate DSAP use in their schools and agencies); some will become trainers of facilitators.

Dependable Strengths concepts and methods will be used by three doctoral students for their dissertations or Research and Inquiry studies. Three 3-credit courses for teachers will be offered in the winter, spring and summer quarters.

## Dependable Strengths

Dependable Strengths are well-rooted skills and talents which enable people to live closer to the level of their potential. The Dependable Strengths Articulation Process (DSAP) consists of a number of steps which enable a person to identify his or her Dependable Strengths.

Members in a DSAP course-class-workshop help each other identify their Dependable Strengths, and perceive how they may be combined in different ways to meet the demands of change.

Before and after tests indicate that the intervention leads to positive enhancement of self-esteem and motivation to achieve. The process is based on more than 35 years of experience and development by Bernard Haldane, Ph.D., pioneer of transferable skills and strengths identification. Earlier models of today's DSAP have been successfully employed across a wide spectrum of organizations.

Current research and development of the DSAP is ongoing at The Dependable Strengths Project, Clinical Service and Research Center, College of Education in the University of Washington.

## Inquiry Form

I would like to know more about DSAP and how it relates to my special interest of (please check):

\_\_\_\_\_ Teaching

\_\_\_\_\_ Counseling

\_\_\_\_\_ Training

\_\_\_\_\_ Team Building

\_\_\_\_\_ Human Resource Development

\_\_\_\_\_ Other \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

Mail to:

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