

Core Gift Assessment – Rationale for Training

Core Gift Assessment is a promising practice to help youth identify the most important contributions one can make to his/her community. Gifts can be used to help a young person: decide on a vocational path that is meaningful to them and relies on their primary strength, decide on learning interests in school and other community places, increase self-esteem, and be more motivated to re-engage in life.

Community Activators has been developing tools for use with disability planning and action for more than twenty-five years. The *Everyone Is Gifted* and *Core Gift Interview* curriculum is designed to approach the identification of personal abilities from a unique perspective, different from all other assessment tools for personal abilities. Other assessment tools, such as Vocational Rehabilitation assessments, TGI Role-Based Assessment, DiSC, Emotional Intelligence Assessment, Strength-Finders, VIA, Strength-Weakness Personal SWOT, Meyers-Briggs, and Enneagram, all gather data about a person and then, based on that data, tell the person their primary attributes based on the findings from others with similar test results. The unique feature of the *Everyone is Gifted* and *Core Gift Interview* tool(s) is that they enable the focus person to identify and then interpret how to use their unique abilities rather than being told who they are based on assessment data. This process difference allows for significant personal discovery, empowerment, and motivation to follow-thru after the tools are completed.

Community Activators is a pioneer in the development of many practical tools and techniques that merge strength/asset-based community development and social service practices. Bruce Anderson is a nationally recognized speaker, community activist and leadership coach. His company offers training and technical assistance that results in organizations implementing tools to accurately identify and give gifts, create welcoming cultures within their organization and other community places, and use a blend of hope neuroscience and organizational culture change tools to create and sustain resilient employees and organizations.

There may be some life coaches that employ forms of core gift assessment on a case by case basis in serving their individual customers, but Community Activators is the only organization currently providing in-depth training of facilitators in use of the tool. As a result of attending training, participants will be able to:

- Describe the historical development of core gift identification
- Discuss how core gifts relate to disability issues, recovery and community development theory
- Identify the strategies for assisting an individual in identifying his/her core gifts
- Identify how cultural beliefs may positively or negatively affect the identification of core gifts
- Identify ways to use core gifts identification process within a social service environment
- Complete the Capacity Assessment Interview resulting in Core Gifts Statement

Nowhere else can one find core gift identification within these five domains of evidence-based practice: 1) Developmental Psychology - developmental phase of finding meaning and purpose; 2) Psychology - theory of compensation; 3) Motivation - intrinsic desire to explore and contribute talents; 4) Education and Learning Theory - separation of instinct, skill, talent, and gifts; and 5) Spiritual - purposeful existence and innate gifts.