



The Center for Dependable Strengths – Fact Sheet

"We help people unlock potential and become their "best self"!"

The Center for Dependable Strengths (CDS) conducts workshops in the Dependable Strengths Articulation Process (DSAP), and trains helping professionals to facilitate this process for their clients and students. The DSAP has been proven over the past 65 years to help people improve their quality of life through identifying and articulating strengths and acquiring meaningful work.

The DSAP increases well-being and productivity, not only for the individual, but for organizations and businesses as well. Research at the University of Washington has shown DSAP participants increase self-esteem, motivation, and internal locus of control, among other benefits. The effectiveness of this focus on strengths is supported by noted professionals in the field of human development such as Martin Seligman, Richard Bolles, Marcus Buckingham, and others.

The DSAP is an 18-hour, peer-assisted, group process, first developed by Dr. Bernard Haldane in 1945 to assist returning military veterans in successfully transitioning to civilian life after WWII. It is based on the premise that there is "excellence in everyone". The process elicits significant events in a person's past that best illustrate their Dependable Strengths® – the essential, core strengths that motivate a person. DSAP goes far beyond strengths assessment, however. Participants in the process reflect on their life experiences, identify their unique patterns of strengths, build connections with others, acquire meaningful work, and learn how to talk about their strengths in ways that demonstrate their value to an employer, organization or community.

The Dependable Strengths process is in use worldwide in schools (K-12), colleges and universities, community organizations, veterans' associations, churches, businesses, correction facilities, and human services agencies. Dependable Strengths is a highly effective approach to personal well-being and resiliency, job search, career planning, team building, organizational development, community participation, and more. *We help people, teams and organizations uncover strengths and unlock their full potential!*

Demand for Dependable Strengths training has led to the establishment of an *East Coast Regional Center* (Frederick, Maryland), the *Dependable Strengths Foundation* (Johannesburg, South Africa), and the *China Center for Dependable Strengths* (Shanghai, China).

In Washington State, agencies with staff trained by CDS in the Dependable Strengths Articulation Process include the University of Washington, community and technical colleges, Employment Security, tribal organizations, Division of Vocational Rehabilitation, Department of Services for the Blind, and Veteran service providers.

Agencies licensed by CDS as Dependable Strengths Providers include the Center for Lifelong Learning (Luther Seminary, St. Paul, Minnesota), the University of Maryland Baltimore County Career Services, the University of Washington Career Center, and the Washington Occupational Information System (Olympia, Washington).

The Dependable Strengths Articulation Process is owned solely by the Center for Dependable Strengths. Founded in 2002, CDS is a not-for-profit, 501(c)3, tax-exempt organization, governed by a volunteer Board of Directors. Administrative support for CDS is provided by the Washington Occupational Information System (WOIS), Olympia, Washington.