

My core gift is being a human pie
whole parts of folk. I give it by
sitting in their shoes and giving others
love to grow.

My Core Gift is helping others to see and
feel uniqueness in all people to bring forward
their contribution!
My core gift is helping others to mobilize people
for God's work of beloved community. I give it
by helping people to know how to live out their
faith, living intentionally & creatively, and by
having a welcoming spirit based by
action.

My Core Gift is helping others to take
something raw & make something beautiful.
I give it by... helping others seek peace
by treating ~~others~~ them as I want to be
treated, hearing their viewpoints & giving
unconditional love.

My core gift is helping others to belong.
~~make friends~~ I give it by loving
quirky people, believing that every body
deserves acceptance, not giving up,
and building a foundation that won't
break.

My core gift is to think through people's
needs. I give it by being responsive, helping
find resolution when there is change,
experiencing things outside the norm & giving
my best effort to make a positive impact.

My core gift is helping others be
faithful to God's calling, loving unconditionally,
and equipping people for their God-given
purpose.
I give it by accepting people for
where they are, bringing them together
like instruments for a symphony to
be celebrated not just tolerated.

My Core Gift is Helping others to... be Kind Hearted
givers, MAKING decisions that impact people in a
good hearted way. Allowing people to see who
I AM up front, AND supporting people to find
wholeness!

My core gift is helping others to be innovative &
path breaking, in order to achieve tangible
results.

I give it by being true to self (more
important than anything else), forgetting
the "I," focusing on others &
living life in the moment.

The Gifts of Our Community Are:

My Core Gift is helping others to find
beauty in each other. I give it by
being in mutually transforming relationships,
helping others gain self-sufficiency, and
helping others to be non-judgmental
and not jaded.

My Core Gift is helping others to be
intentional and impactful leaders. I
give it by connecting people through
music, being able to adapt to

audiences and environments, and
accepting others for who they are.

My core gift is helping others to see their
worth & fulfill their purpose in life.
I give it by my ability to persevere, even through
troughs & resilient & broken soft love permeates
they can breathe and have peace with in the
world.

My core gift is helping others
to put their whole heart into
most everything I do. I give it
by bringing people together who
wouldn't know each other, sharing a
large range of experiences, the ability
to bounce back & keep going and
accepting others for who they are.

My Core Gift is helping others grow by the gift to create
positive experiences in their lives. I give it by
being excited by new people & new experiences, by
having prayer warriors, & speaking out
for yourself to others.

My core gift is helping others to share who
they really are. I give it by sharing new
things, respecting them, & listening side them
to live life to the fullest & what creating
people fairly.

My core g
concerned
I give it
everyone
family, s

My cor
honest
people
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My core
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there for
and share

My core
beauty
by consid
helping p
feel welc



Convergence of Individual and Community Change Models

Reclaiming Gift Economy Attributes



Which Quote Gets Your Attention Today?

Why is there such a vast self-help industry in this country? Why do all these selves need help? They have been deprived of something by our psychological culture. They have been deprived of the sense that there is something else in life, some purpose that has come with them into the world.

James Hillman

Everyone is gifted. This means that everyone has something to give. A person who does not feel gifted is lost in a pit of oblivion and confusion... The question is: what happens when what you do does not align with who you are? It means you are betraying the very vitality that defines you and are thus inviting great pain into your life.

Malidoma Some

There are two kinds of intelligence: One acquired, as a child in school memorizes facts and concepts from books and from what the teacher says, collecting information from the traditional sciences as well as from the new sciences.

With such intelligence you rise in the world. You get ranked ahead or behind others in regard to your competence in retaining information. You stroll with this intelligence in and out of fields of knowledge, getting always more marks on your preserving tablets.

There is another kind of tablet, one already completed and preserved inside you. A spring overflowing its springbox. A freshness in the center of the chest. This other intelligence does not turn yellow or stagnate. It's fluid, and it doesn't move from outside to inside through the conduits of plumbing-learning.

This second knowing is a fountainhead from within, moving out.

Rumi

The thing about a natural gift is that it can be a curse, too... It's pretty tricky, because, it's like this fire that you gotta' keep putting wood in and it's like, O.K., the woods getting low and you gotta' fill it up again. And how do you make the transition from doing it from anger, which is where we usually start from, to all of a sudden this new transition to, O.K., let's do it from being content—oh, that's tricky. Wow, that's a rough one. Or from anger to happiness, oh... that's even harder.

Laird Hamilton, World Champion Surfer

...the gift is a thing we do not get by our own efforts. We cannot buy it; we cannot acquire it through an act of will. It is bestowed upon us.

Lewis Hyde

Humans carry in them a certain nobility. Once you get caught in the spiral of not giving your nobility, it can take you all the way down.

Michael Meade

I was homeless inside myself long before I was homeless. Woman at community-building workshop

There is no exquisite beauty without some strangeness in the proportion...

Edgar Allan Poe

As William Stafford says, "Who are you really, wanderer?" At a certain point, closure should come to the wandering and we should enter the quest. We become custodians for our gifts.

Orland Bishop

The Problem With Strengths

Strengths lists do not distinguish levels of ability.

The creation of a strengths list is not generally a powerful enough intervention to match the intensity of the person's perception of his/her current life situation.

No reliable methodology to help the person identify their top choices.

Strengths list is not directly linked to motivation or incentive to act.

List is often not fully utilized in the person's plan or follow-up activities.

Difficult to create the list during a period of time when the person may have difficulty believing they have many strengths.

Often seen as an obligation for intake and assessment processes rather than a useful database for planning life changes with the person.

Strengths lists and action plans are often created by different employees who are not connected or collaborating with each other.

Gift Identification: Six Sources for Evidence and Information

Developmental Psychology

Developmental phase of finding meaning and purpose

Psychology

Theory of compensation

Motivation

Intrinsic desire to explore and contribute talents

Education and Learning Theory

Separation of instinct, skill, talent, and gifts

Spiritual

Purposeful existence and innate gifts

Community Development/Organizing

Gift-giving as basis for citizen contribution



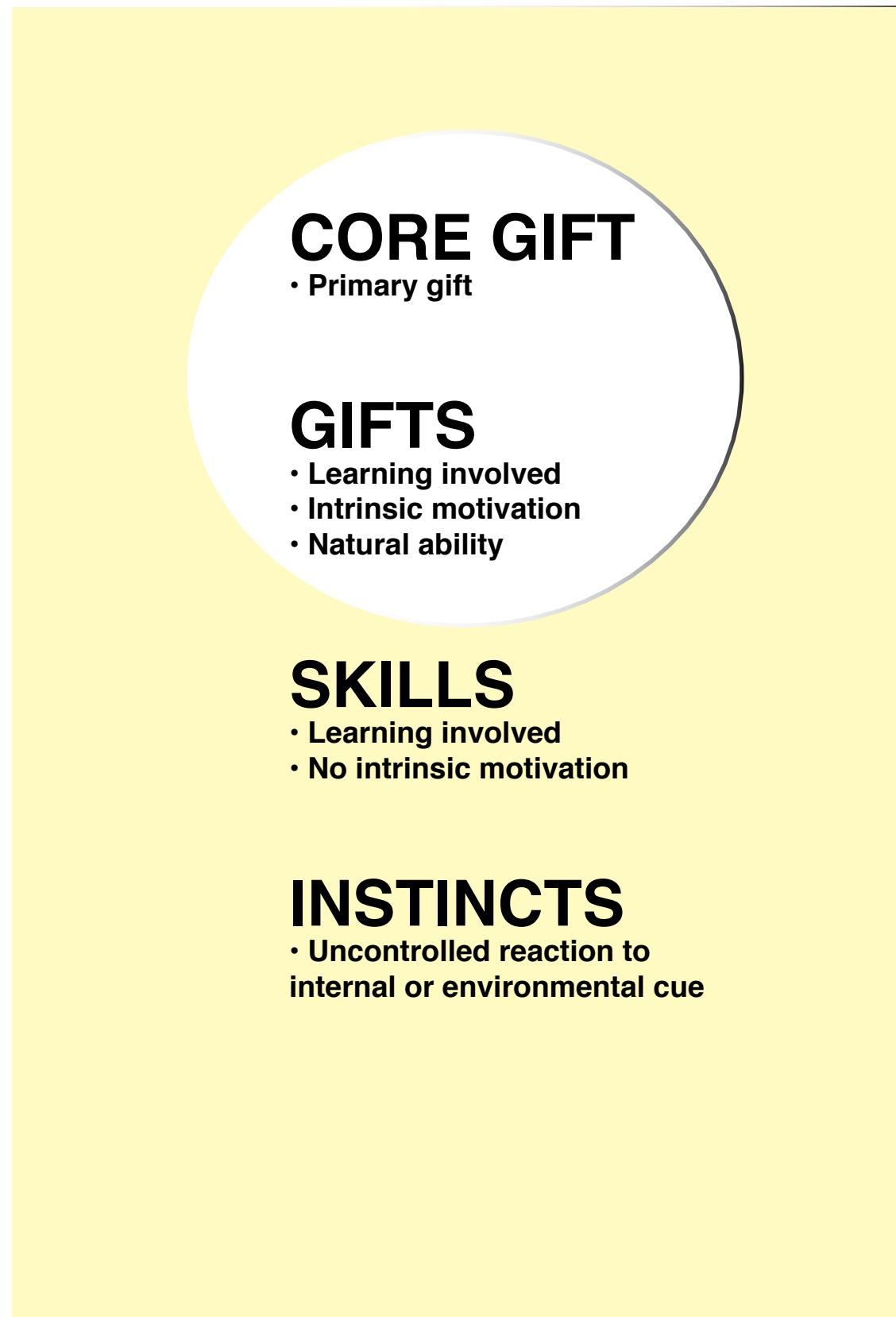


Threads To Discovering Gifts:

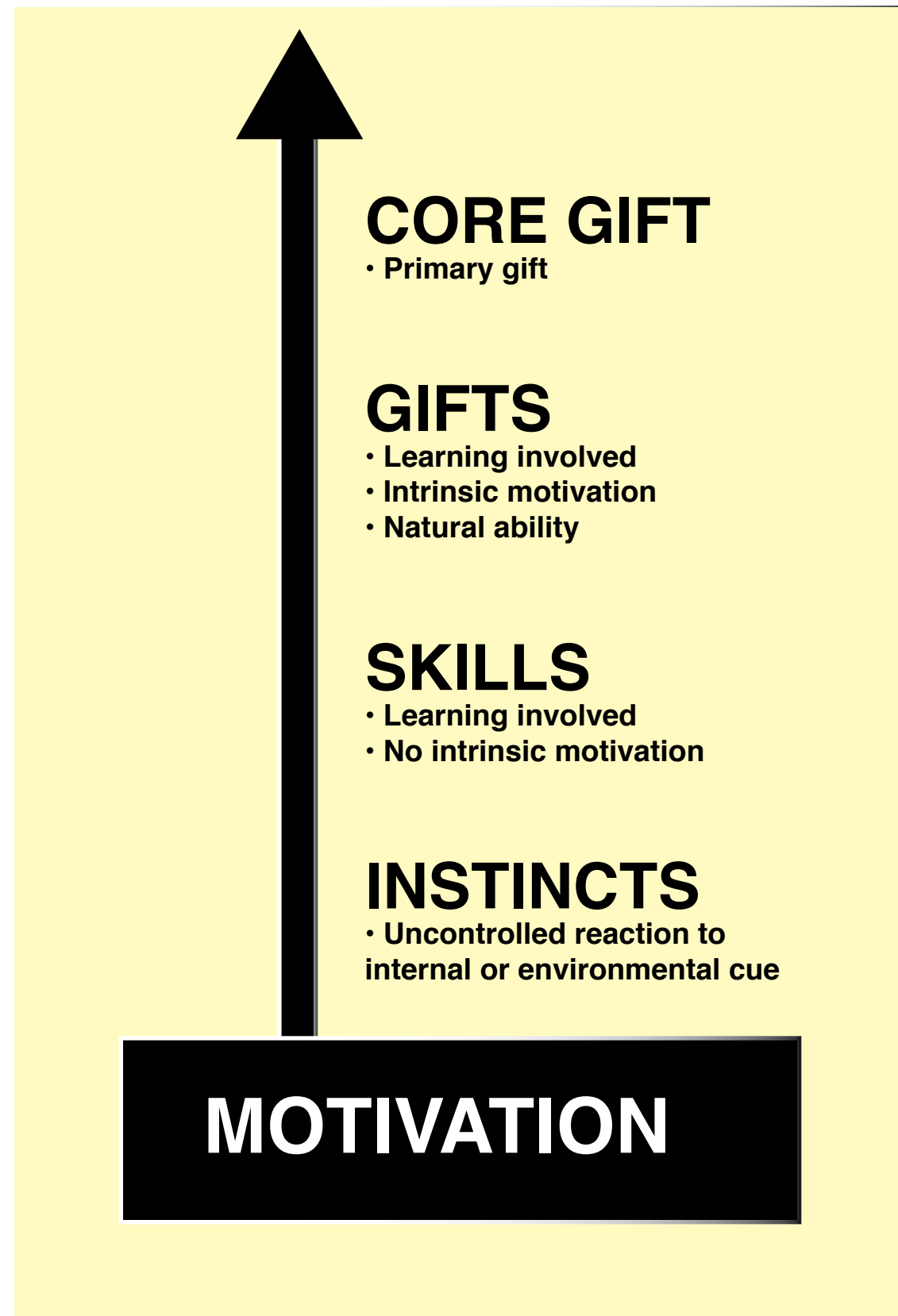
- You have been doing it your whole life. Deep inside, there are threads that connect gift-giving moments together.
- It's tied to your spirit. You feel full and grounded when doing it.
- Like the wound, it can consume you.
- Often found close to danger.
- It's a gift, so it has to be given. What do you feel compelled to give?
- Usual time dimensions may distort while you are doing it.
- The gift can also destroy. It can have a dark side.
- It creates strong emotions when you are giving this gift.
- Look deeper than the surface skills. Gift is timing/skill is rowing.
- It's a part of your spirit, so it's tied to a practice.
- It occurs in many different situations, and with family, friends, work, lovers, and alone.
- You feel more alive when you are doing this than other times in your life.

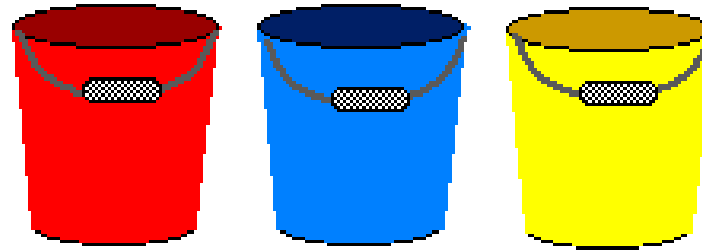
(Many of these ideas came from Michael Meade, Malidoma Some, Jack Kornfield, and Luis Rodriguez during conversations at youth and mentor retreats in the past several years.)

Individual Capacity Model



Why Bother?...





3 Gift Buckets:

What I Carry I Can Give



Gifts I've Received



Gifts of Wisdom • What Can I Offer?

Gifts of Wisdom come to you from outside sources. They are powerful learning moments that substantially alter how you think or feel about something. They can be identified because you get an “ah-ha!” either at that moment or sometime in the future when you think about that experience. **Gifts of Wisdom** “stick” to us: they become an important part of who we are. It is common to receive **Gifts of Wisdom** through influential mentors and teachers, spiritual sources and practices, powerful moments when you are alone, AA or other support groups, or from being in nature.

Reflection	Source	Wisdom I Received <small>please use phrases, not single words</small>
Who have I met in my life that has changed how I act in a positive way?		
Who have I met in my life that has significantly changed how I think about something?		
What wisdom gifts have I received from a spiritual source?		
Who have I had a serious conflict with? What was that person in my life to teach me more about?		
What wisdom or insights have I received from being present in nature?		
Who have I been surprised to learn something from?		
Who was a powerful mentor at an early age in my life?		

Wisdom Gifts Task:

1. Choose two of the questions on the left column that strike you as interesting.
2. Fill in the “Source” and “Wisdom I received” boxes for those two questions.
3. Discuss: “Which wisdom gift is most connected to your life right now? Why?”

Gifts of Talent • What Can I Offer?

Gifts of Talent are natural abilities we are born with. Gifts of talent have all four of these qualities: 1) we are curious to learn more about them, 2) we often learn them more easily than other people, 3) we get pleasure and joy out of both the learning and the giving of these talents, and 4) it feels “natural” and like we are “at home with ourselves” when we are giving them.

My Talents of the Head:

Knowledge, training, and information I can share with others. Examples: business skills, neighborhood history, child development, problem solving, money management, organization, literacy, analysis.

Head talent I'm most interested in now:

My Talents of the Hand:

Physical skills I can do or teach others to do. Examples: carpentry, cooking, weaving, mechanics, sewing, raising animals, household chores, sports, painting, photography

Hand talent I'm most interested in now:

My Talents of the Heart:

Things I care deeply about. What really gets my excitement and passion going. Examples: care of elderly, social justice issues, having a sense of humor, solving conflicts, neighborhood peace, womens rights, healing,

Heart talent I'm most interested in now:

Gifts of Talent Task:

1. Complete the Talent Gifts sheet for each person. Put a few things in each of the three talent categories.
2. When you are done, discuss this question: “Which talent gift are you most interested in right now? Why?”

What's Happening?

Something disrupts your usual daily life
or assumptions about who you are.

Figure It Out

You go through the steps
to get through it or adapt to it.

New, Improved Me

You identify a new or stronger ability you
got from going through that and give
it to others or help them learn it.

Passage Gifts: Benefit Finding in Adversity

What we know:

...people who report positive change are less likely to experience problems of post traumatic stress.

...those who reported “mixed” accounts (accounts that included both benefits and costs to the experience) fared better over the longer term than those reporting exclusively positive or exclusively negative experiences, suggesting that enduring positive change may involve the development of a complex, balanced, and realistic understanding of the experience.

...If one learns to identify something good in a bad experience, then finding the one positive element in life’s more mundane situations becomes easier.

Examples:

- heart attack patients who found benefits immediately after their first attack had reduced re-occurrence and morbidity statistics eight years later.
- lower cortisol levels through the enhancement of benefit finding among women with breast cancer.
- Hepatoma patients scoring high on positive change survived 186 days longer than their lower-scoring peers, due to higher peripheral blood leukocytes.
- lower AIDS-related mortality was associated with self-reported benefit finding among bereaved HIV-positive men.
- greater immune system functioning among HIV patients with higher levels of positive change.
- Of 287 men who had heart attacks, those who found some benefit had less disability and were less likely to experience another heart attack over eight years later.

Taken From:

Positive Changes Following Adversity, PTSD Research Quarterly, Summer 2010; G. Affleck, et al., Casual attribution perceived benefits, and morbidity after a heart attack. Journal of Consulting and Clinical Psychology, 55, 29-35; Risking and Mercier, 1996, For every malady a sovereign cure: Optimism training, Journal of Cognitive Psychotherapy,

WHY FOCUS ON PASSAGE GIFTS?

REHABILITATION AND

_____.

CURE VERSUS

_____.

PAIN VERSUS

_____.

Gifts from Passages • What Can I Offer?

Gifts of Passage are the abilities we get from going through difficult events (a passage) in our lives. A passage gift can be an ability we had to use in order to get through this life event, or it can be what **should** have happened to us instead of what **did** happen to us. (Examples include being respected, not giving up, digging a ditch, being trustworthy, fixing engines, maintaining physical health, being loving to other people....it can be anything, as long as the gift is the result of the difficulty you went through. Passage gifts are always positive abilities.

Passage Gift One:

"My Gift is to be able to help others to..."

I can use this gift in the following situations:

The "shadow-side" of this gift is (an unhealthy or hurtful way I could give this gift):

One thing I'd like to learn more about in order to more fully give this gift is:

Passage Gift Two:

"My Gift is to be able to help others to..."

I can use this gift in the following situations:

The "shadow-side" of this gift is (an unhealthy or hurtful way I could give this gift):

One thing I'd like to learn more about in order to more fully give this gift is:

Gifts from Passages Task:

For each person:

1. Identify one life situation that had some difficulty in it, and name the most important positive strength or ability you got from going through that situation. Name the strength using a phrase or sentence—not a single word—in the Passage Gift One box on the left hand side of the page.

3. Identify one other life situation that had some difficulty in it, and name the most important strength or ability you got from going through that situation. Remember, describe the strength in a phrase or sentence.

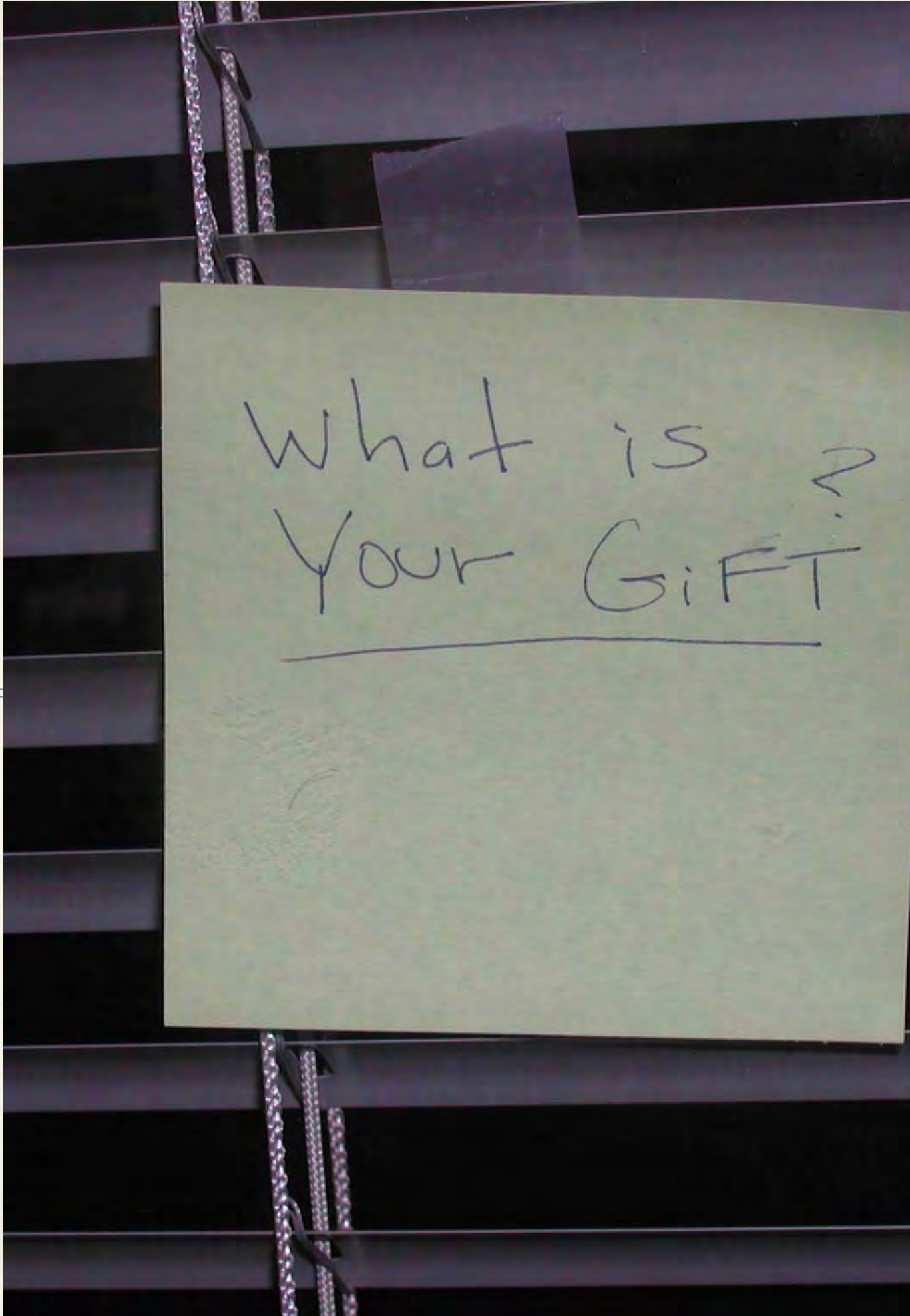
3. Share with two other people the two gifts you wrote down, and reflect on any of the three questions to the right of each gift.

Which of the three types of gifts
(Wisdom, Talents, Passages)
is most interesting to you today?
Why?

Tell a story about a time you gave one of your gifts and something helpful happened for another person.

Tell a story about a time you gave one of your gifts and it backfired or was not helpful.

*“We believe gifts are the
primary building block in
our community.”*



What is ?
Your GIFT



Giving My Gifts

My name:

Gift One:

5 places that need this gift:

My choice:

Gift Two:

5 places that need this gift:

My choice:

Gift Three:

5 places that need this gift:

My choice:



Giving My Gifts

My name: *Alice Johnson*

Gift One: *Doing things right/following the rules*

5 places that need this gift:

*Checking orders for accuracy
Assembly-line work
Security Guard
Proof-reader
Drill team member*

My first choice:

Assembly-line work

Gift Two: *Being kind to others, no matter what*

5 places that need this gift:

*Hospice worker or volunteer
Greeter or reception-person
Counselor or therapist
Homeless outreach worker
Gang intervention specialist*

My first choice:

Homeless outreach worker

Gift Three: *Using small hand tools*

5 places that need this gift:

*Dental assistant
jewelry repair or manufacture
Cabinet-maker/furniture repair
Medical laboratory
computer technician*

My first choice:

jewelry repair or manufacture

My Core Gift is...

I give it by...

Careers

5 careers that need this gift:

My first choice:

Community Service

5 places/people that need this gift:

My first choice:

Mentors

5 places I might find a mentor:

My first choice:

Using My Gifts

These are examples of some of the activities your group can pursue:

- ☐ Discussion: How can my gifts help me in my life?
- ☐ Books and movies that are about my core gift
- ☐ *3 Gift Buckets*: Knowing my extra talents that add to my core gift
- ☐ Creating a Gift Wall with our Core Gifts on them
- ☐ Creating an iTunes playlist that has songs relating to my gift
- ☐ Creating a collage/drawing/sculpture about my gift
- ☐ Identifying vocations/jobs/careers that are about my gift
- ☐ Identifying community service opportunities where I can give my gift
- ☐ Doing a project together at HART, using all of our gifts
- ☐ Discussing the possible difficulties that can come up with a gift like mine
- ☐ Connect with a mentor with a similar gift to mine
- ☐ Discussing some of the questions on the 21 GIFT QUESTIONS sheet
- ☐ Reading and discussing the Half-Girl story myth

Gifts and Lifestyle Areas:

Identifying ways to use your gift to increase wellness and deepen engagement with self and community.

You are in the position of helping someone who has identified his/her gift. What is the next step? How can you help them to see ways that their gift can come to life and help to increase their health and deepen their engagement with community? The following questions are examples of conversation starters: ways to help someone think about various parts of their life and identify changes they would like to make. Not all of the questions work with all individuals. It is likely you will develop other questions that work for you as you develop your ability to help others bring their gift to life.

1. Community Living: Wherever you call home

In what ways is your gift visible in your home (how it's organized, things on the walls, etc.)?
 How could you use your gift to make your home more "you" or more beautiful?
 Are you living in a location where there are opportunities for you to give your gift?
 How could you use your gift in your neighborhood?
 Does the geographic location of your home support you in giving your gift?
 Does your choice of housemates/living alone match how you would like to be living day to day with your gift?

2. Community Contribution and Participation: How you spend your time

How could you use your gift to be more a part of your community?
 What social organizations that you are interested in need your gift?
 What employment could you be doing that would allow you to give your gift?
 What special interest groups/clubs need your gift?
 How could you be helpful in your neighborhood by giving your gift?
 If you could volunteer to help one group, who would it be and how could your gift help them?
 Would you like help checking out local associations or neighborhood groups who are doing short-term community improvement projects that you might be able to contribute your gift to? (such as community gardens, art projects, storytelling/poetry events, music, supporting people in need, church projects, political campaigns or causes, etc.)
 In what ways could your spiritual awareness and gifts be brought into a church or other spiritual group?

3. Relationships with Others: Who you spend your time with

Who do you know that you think has a similar gift to you? How can you spend more time with him/her?
 How could you meet mentors who have a similar gift to yours?
 How could you mentor others who have a similar gift?
 How could your gift help you to be in deeper relationships with others?
 In what ways do you see your gift contributing to your relationship with family members?

4. Education and Learning: What do you want to learn more about?

What are aspects of giving your gift that you would like to learn more about?
 Who could be a teacher to you, or how would you find a teacher?
 What are ways that you could teach others related to the theme of your gift?
 What do you still need to learn more about related to your gift or how you can give it?
 What classes are available in local schools that are related to your gift?

5. Physical and Emotional Health: How is your mind, body, and spiritual health?

How would you rate your health in each one of the three areas above (mind, body, and spirit), and what would you like to change?

How can giving your gifts help your emotional health?

How can your gifts help to keep you safe?

How does your body react to situations where you are giving your gifts?

In what situations could you increase your physical health by giving your gifts?

6. Financial: Access to money and other resources

In what ways could you use your gifts to increase your financial stability and/or security?

How could you get more money (or other resources) that would help you give your gifts?

In what ways could you use your gifts to raise money to help others?

7. Community Mobility: How you get around town

Can you get to where you need to go in order to give your gifts?

How could your gifts support you in figuring out transportation?



Phoenix Workshop Summary

Session 1: Introduction

Discussion of program goals and details; understanding personal motivation, the use and power of stories and songs in our lives as inspiration; introduction to the Core Gift. The Phoenix Story. Your story.

Session 2: Trouble We've Gotten Into and Through

Looking at troubles we didn't plan for. Where have we struggled in life? What we learn from struggle. What strengths and gifts have emerged from trouble.

**Between 2nd and 3rd Session, you will complete the Core Gift Assessment*

Session 3: Discovering the Core Gift

How your core gift ties into your personal motivation and choices. How our gift can help others and ourselves. Labels people have given you and labels you've given yourself.

Session 4: Understanding Your Core Gift In your Life

Examining how you give your gift—in volunteer and paid work; looking back at childhood dreams about who you wanted to be; understanding your dream job; Breaking down skills/talents/gifts

Session 5: Relationships

How others in our lives affect us in positive and negative ways; what we need from others and what we give to others; difference between work/personal relationships. Importance of building connections to others. Who's in your circle of support? Strengths from relationships

Session 6: Managing Conflict

Conflict is part of life and part of relationships. Looking at personal conflicts at home and work; ways to work out internal and external conflicts; identifying strengths learned through conflict

Session 7: Personal Values and Spirituality

What are your core beliefs, values? How do you understand the world around you and your place in the cosmos. Strengths from values/spirituality; applying your beliefs and being the person you want to be. Defining your work values.

**Career Personality Profile* to help you define your work style, habits and interests*

Session 8: Community/Work/Education

Reviewing your unique Career Personality Profile. Identifying a career which connects with your gift, skills, experience, education and desires. Defining the ideal work environment for you.

Session 9: Understanding Your Skills and Competencies

Reviewing your body of skills from experiences you've had; defining skills you are confident about; identifying careers you'd like to explore. Creating a career ladder to meet your goals. Strengths you've gained from your skills, education and work experience.

Session 10: Pulling It All Together and Graduation!

Defining who you are; what you value and re-creating the life you want for yourself. Examining past barriers and how to overcome them. Understanding promises you make to yourself and others are central to changing your life. Using all your strengths and core gift in work, your community and in your relationships.

Most Common Uses: Gift Implementation Within Social Service Agencies

With People Using Your Services:

1. Conduct a multi-session “Discovering Your Gifts” group where people learn about gifts, discover their own, and dialogue about how to use them.
2. Build a “Gift Wall” with core gifts of team and those of clients.
3. Place sayings about gifts in visible places in the workplace.
4. Do the 3 Buckets gifts sheets as part of your intake process.
5. Use the 3 buckets sheets individually for discussion with individuals or groups.
6. Do the Core Gift interview process with the person and add to the assessment.
7. Use one of the variety of pages in the packet to brainstorm ways the person can discover more about or use his/her gift in the community. Add to their action plan.
8. Connect the person you are helping with a person, either on staff or out in the community, who has a similar gift.
9. Have a group session where you all read either the Half-Boy story or the Boy With A Big Dream story and discuss, using the concepts of separation, ordeal, and homecoming.
10. Use the person’s gift as the focus in discussions on how they get in trouble with their gift and how they can use it for problem solving and changing their life.
11. Find the person a job or volunteer opportunity where they can use their gift(s).

With Your Workgroup:

1. Do the Core Gift interview on the person’s first day of work, and have a party at the end of the day with refreshments and letting staff know the person’s gift.
2. Have a ceremony on the last day of a person’s work with you, and acknowledge how their gift has been useful to the workgroup.
3. Discuss how knowing each team member’s core gifts can be complementary to each other, as well as cause conflict.
4. Pick one of the “Twenty-One Gift Questions” to share stories at team meetings.
5. Use the Core Gift as part of the employee performance appraisal process, adding the three questions: “How do you use your core gift at work?,” “How does your core gift get you in trouble at work?,” “How could you bring more of your core gift to our workplace either with people we serve, co-workers, or out in the community?”
6. Encourage staff to attend trainings that specifically help them learn more about their core gift.
7. Provide all-staff training around topics that appeal to a group of staff with similar gifts.
8. Provide 3 Buckets short trainings and discussions with community groups such as churches, volunteer groups, civic groups, etc.
9. Provide training with your collaborative partners in how to help mutually served people use their gifts within the context of the organization’s services.
10. Start a Core Gift Implementers ongoing dialogue and learning group with staff.
11. Design group rituals that use gifts.
12. Depend on staff members for their specific gifts in the course of the workday.
13. Use one of the 3 Buckets worksheets as a discussion tool to start staff meetings.
14. Redo the Core Gift interview on the anniversary date of their employment and discuss how it’s changed and what they have learned.



