



**"Because you are
unique, there's
something you are
better at than
anybody else."**

— Bernard Haldane

Originator of
Dependable Strengths

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Center for Dependable Strengths
c/o Highline Community College
PO Box 98000, MS-Omni 3-1
Des Moines, WA 98198-9800



Dependable Strengths

Articulation Process



Your key to

Increased Self-Esteem

Greater Employability

Power to Attract Job Offers

Renewal and Motivation

Finding and Growing Your Best Self

discover the excellence in you

A SIMPLE IDEA ...

Dependable Strengths™ is based on the premise that all people have some form of excellence deep within them. This can be identified and brought to awareness, enabling the person to do their best work and experience their greatest satisfaction and effectiveness in life.

... A DEPTH PROCESS!

Dependable Strengths™ is a process for identifying this unique excellence within each individual. In a planned sequence of experiences participants identify their core talents, skills and abilities – Dependable Strengths™ – which unlocks hidden potential and puts them in touch with their "best self."

Research since 1987 at the Dependable Strengths Project, University of Washington, has shown participants in the DSA process increase their self-esteem, motivation and internal locus of control, among other benefits.

If you or your group is interested in attending or requesting a Dependable Strengths workshop, seminar, presentation or class, call, e-mail or visit us on the Web. We'll customize to your needs.

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"Understanding what one is good for and what one therefore should try to strengthen and develop is the key to self-development. From the beginning, Bernard Haldane has gone beyond philosophy, has been the practical guide, the helping hand, the pathfinder."

—Peter F. Drucker

Dependable Strengths™ was originated by Bernard Haldane in 1945 to help military personnel transition to civilian life. Its overwhelming success caught the attention of the Harvard Business School where it became a significant part of its Manual for Alumni Placement. Today, Dependable Strengths™ is used successfully with a wide variety of populations in settings and organizations around the world, including:

- colleges and universities
- K-12 school systems
- prisons
- welfare recipients
- government agencies
- major corporations
- at-risk students
- unemployed workers
- churches
- social service agencies

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Overview of the Dependable Strengths Articulation (DSA) Process

- Step 1 Remember**
special events in your life called Good Experiences™
- Step 2 Describe**
in detail your top Good Experiences™ and receive feedback about possible strengths
- Step 3 Determine**
your pattern of strengths through use of the Dependable Strengths Exploration Chart
- Step 4 Confirm**
your possible Dependable Strengths™ with the Reality Test™
- Step 5 Compile**
a unique Dependable Strengths™ report about your capabilities
- Step 6 Use**
the report in the Job Magnet™ system for attracting job offers.

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"You have a unique pattern of Dependable Strengths ... when you know the core skills in your pattern, you have power over how they are developed, combined and applied. Then you gain job security, resilience, employability, focused energy, new possibilities and more."

—Bernard Haldane