



Proof the Process Works

The Dependable Strengths Articulation Process (DSAP or Dependable Strengths) was developed by Bernard Haldane in 1945. DSAP is a rigorous, twenty-hour, peer-assisted, group process that equips participants with a means to reflect on their experiences in life in order to identify their patterns of strengths in order to talk about their strengths in ways that demonstrate their value to an organization or community. DSAP promotes positivity as defined by Barbara L. Fredrickson in her 2009 book by that name, Fredrickson, B. L. (2009), *Positivity*, (New York, Crown Publishers). Moreover, the Dependable Strengths process incorporates the full range of practices that Fredrickson validates in her citation of scientific studies, practices that have been validated in the experience of DSAP facilitators and participants since 1945.

Dependable Strengths & Success

“People who have the opportunity every day to do what they do best—to act on their strengths—are far more likely to flourish.” (Fredrickson, p. 189)

Frederickson, B. L. (2000), “Why positive emotions matter in organizations: Lessons from the broaden-and-build model,” *Psychologist Manager Journal* 4:131-42

Buckingham, M. and D. O. Clifton (2001), *Now, Discover Your Strengths* (New York: Free Press)

Peterson, C. and M. E. P. Seligman (2004), *Character Strengths and Virtues: A Handbook and Classification* (New York: Oxford University Press)

Dependable Strengths & Learning Retention

“Controlled experiments have compared the effects of either simply learning about your signature strengths or learning about them and also making efforts to apply those strengths. From this work, scientists have discovered that the boost in positivity that comes from learning your strengths is significant but temporary. By contrast, the boost in positivity that comes from finding new ways to apply your strengths is significant and lasting.” (Fredrickson, p. 190-191)

Seligman, M. E. P., T. Steen, et al., “Positive psychology progress: Empirical validations of interventions,” *American Psychologist* 60:410-21 (2005)

Dependable Strengths & Well Being

“Negativity prompts cell decay. Positivity prompts cell growth.” (Fredrickson, p. 75)

Crowley, C., and H. S. Lodge (2004), *Younger Next Year: A Guide to Living Like 50 Until You're 80 and Beyond* (New York: Workman)

Davidson, R. J., D. Jackson, and N. H. Kalin (2000), “Emotion, plasticity, context, and regulation: Perspectives from affective neuroscience,” *Psychological Bulletin* 126:890-909

Dependable Strengths & Resiliency

“People who experience more positivity in their lives grow psychologically. They become more optimistic, more resilient, more open, more accepting, and more driven by purpose.” (Fredrickson, p. 91)

Fredrickson, B. L., M. M. Tugade, et al. (2003), “What good are positive emotions in crises? A prospective study of resilience and emotions following the terrorist attacks on the United States on September 11, 2001,” *Journal of Personality and Social Psychology* 84:365-76

Dependable Strengths in the Real World

“Scientists have shown that because positive and open mindsets produce exploration and experimental learning, they also come to produce more-accurate mental maps of the world” (p. 23).

Fazio, R. H., J. R. Eiser, and N. J. Shook (2004), “Attitude formation through exploration: Valence asymmetries,” *Journal of Personality and Social Psychology* 87:293-31