

Most Common Uses: Core 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 and talents in visible places in the workplace.
4. Separate strengths identified in assessment as either “skills” or “talents.”
5. Have person identify 3 gifts from three different difficult life experiences and add them to the assessment.
6. Do the Core Gift interview process with the person and add the Core Gift 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.

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 opposite to others.
4. Pick one of the “Twenty-One Gift Questions” to share stories around 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 training in Gifts to 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.
11. Design group rituals that use gifts.
12. Depend on staff members for their specific gifts in the course of the workday.