

INCORPORATING COACHING INTO THE FIRST-YEAR EXPERIENCE

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- Before COVID-19:
 - Between 50% and 80% of college students change their major at least once.
 - 70% of first-year students want help in deciding their major and/or career plans
- After COVID-19:
 - 65% of 18-24 year olds have changed or cancelled their education plans.
 - 20% of students are considering cancelling their education plans and taking a GapYear.

GAP YEAR

A semester or year of experiential learning, typically taken after high school and prior to career or post-secondary education, in order to deepen one's practical, professional, and personal awareness.

Gap Year Association (<https://www.gapyearassociation.org/>)

Your Current State



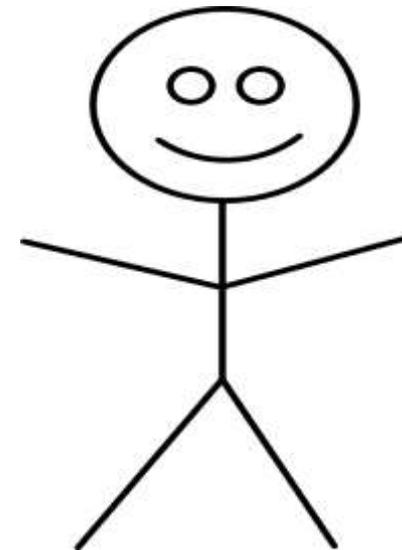
Where you are now



The Gap



Your Best Self



Where you want to be

GAP YEAR => GROWTH YEAR

Purpose: (1) Become your best self, and (2) Help others.

Who do I truly want to be?

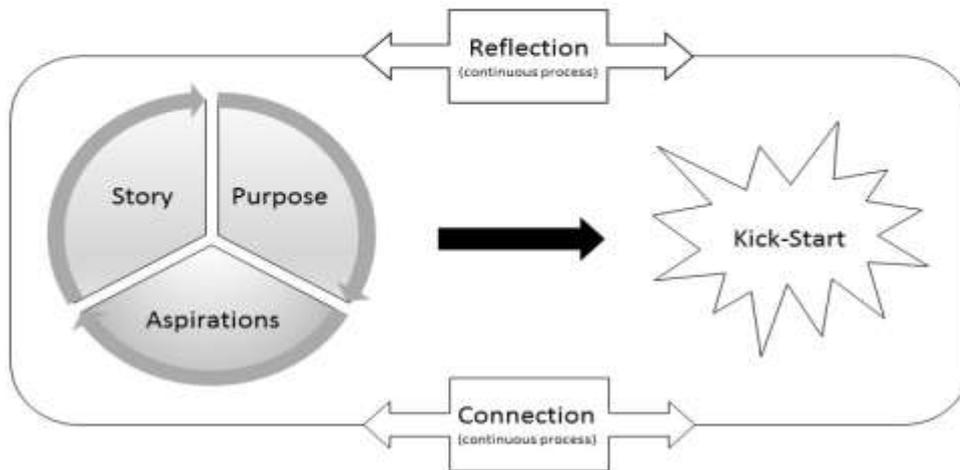
How do I want to profoundly serve?

Life Design Catalyst Program

“SPARCK” Model

Story, Purpose, Aspirations,
Reflection, Connection, Kick-Start

Through the exploration of purpose and meaning, The **Life Design Catalyst Program** incorporates a holistic view of the world and engages students in a process where they feel empowered, passionate, energetic, and committed to create a life they desire – a life that represents who they are and where they want to go. In turn, they fully invest their best selves – physically, mentally, emotionally, and spiritually – in creating meaningful work and developing a life of significance.



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The Life Design Catalyst Program

incorporates:

Self-Actualization/Self-Transcendence
Design Thinking
Self-Mastery/Self-Expertise
Life Design Catalyst Coaching
Contemplative Practices
Entrepreneurial Spirit

SPARCK Principles:

Story: Who am I? Who do I want to be?

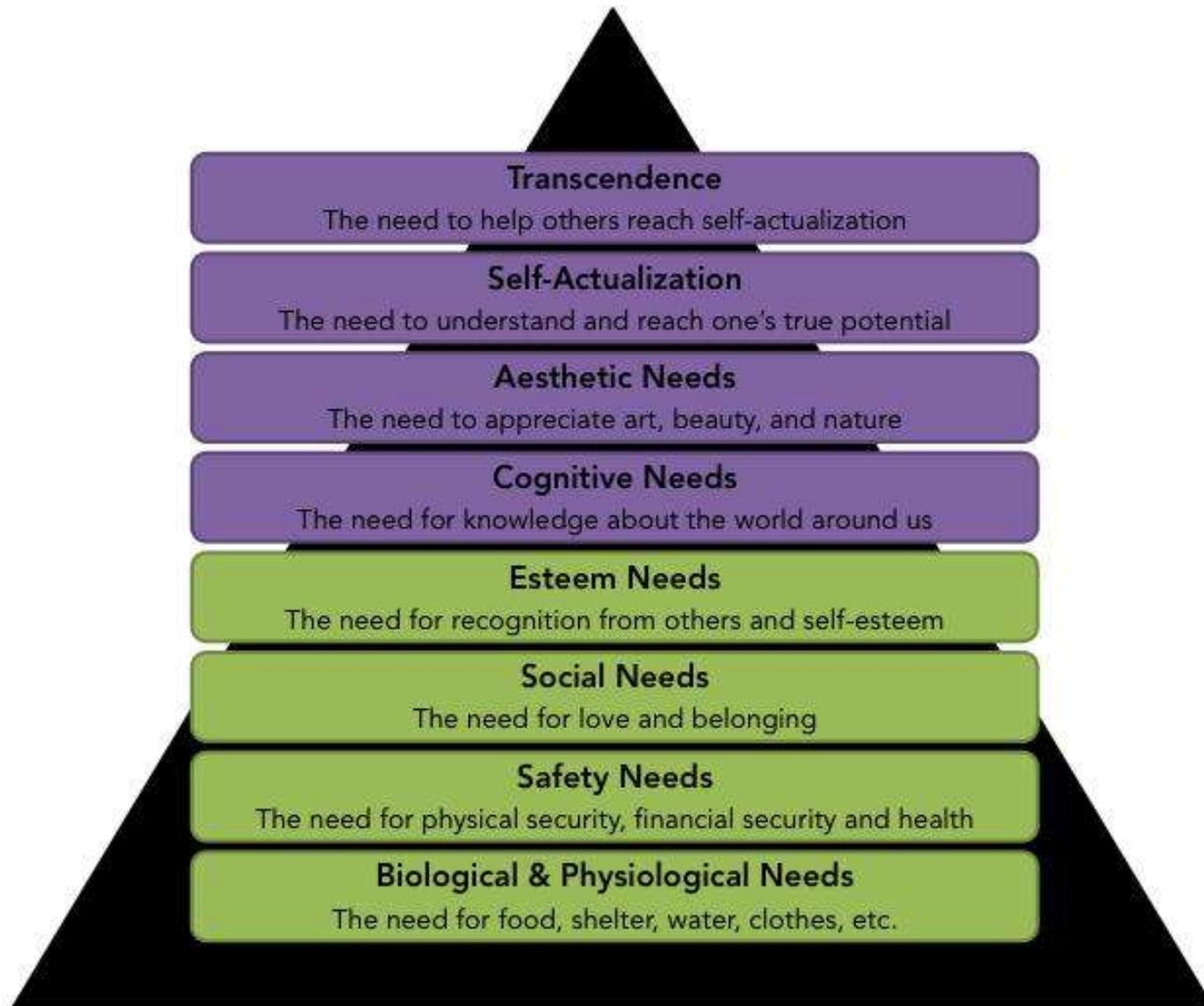
Purpose: What am I here to do?

Aspirations: Where do I want to go?

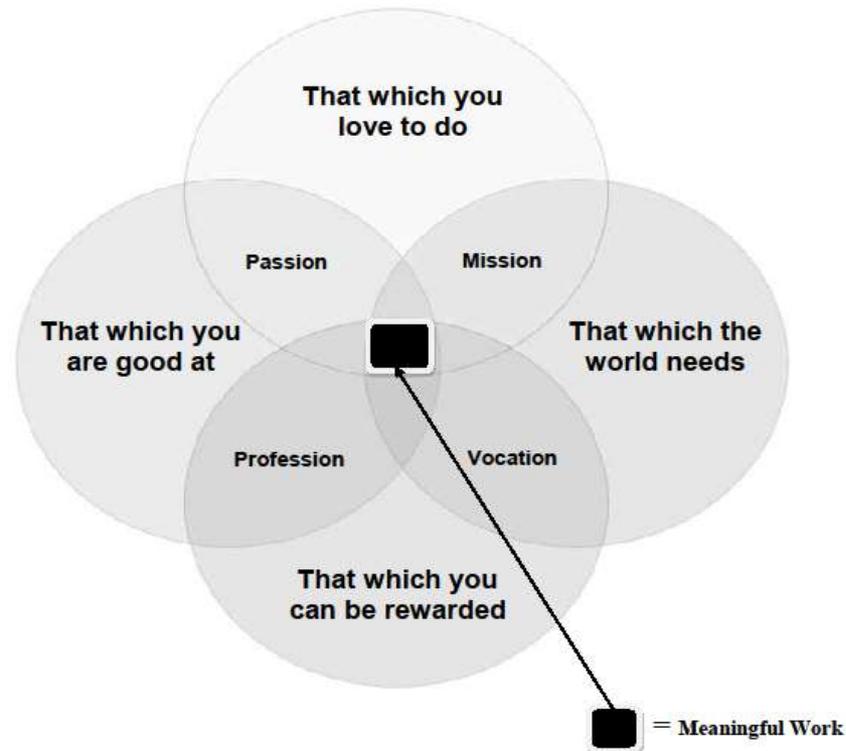
Reflection: How am I doing?

Connection: Who can I partner with?

Kick-Start: What will I do NOW (or NEXT)?

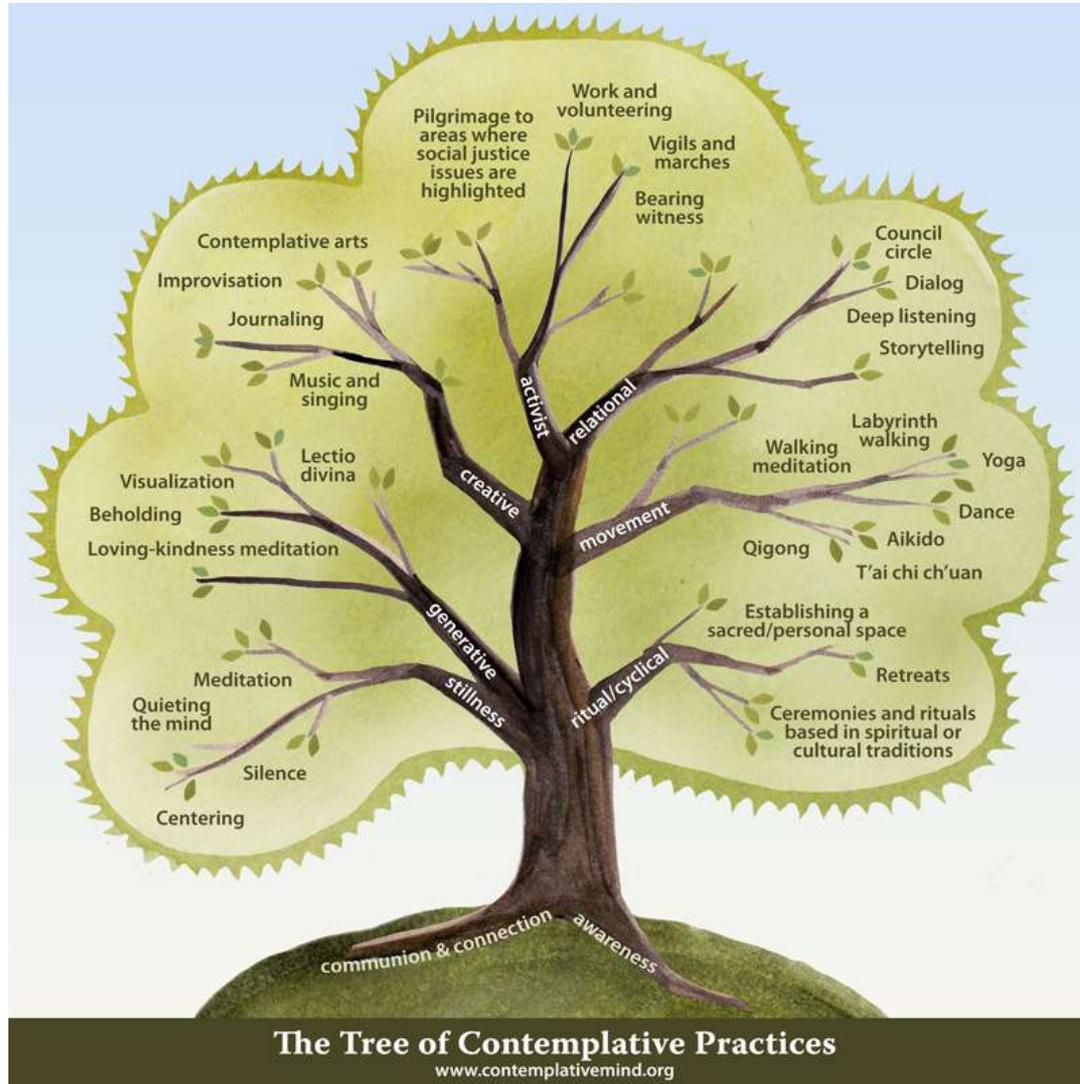


Meaningful Work Model Life Design Catalyst Program



Engaging in Meaningful Work consists of three parts:

- Sharing your greatest gifts and talents for something bigger than yourself.
- Recognizing that the work must be personally and profoundly meaningful to you.
- Understanding that the work has importance and significance to others.



WHAT WE DO

We facilitate the growth process by empowering students, faculty, and staff in higher education to optimize their lives by using their gifts to express the best version of themselves in service to something bigger than themselves in order to make the world a better place.

Explore:

- Purpose (“Who am I meant to be?”)
- Meaning (“Why do I matter?”)
- Mission (“What am I here to do?”)
- Vision (“Where do I want to go?”)

GUIDING PRINCIPLE

"The Catalyst Spirit" (also known as the "Entrepreneurial Spirit"), where the Facilitators and Students: (1) become deeply engaged in and committed to meaningful work and purposeful, passionate goals; (2) are intentional and persistent in all activities by taking calculated risks to create substantial value and generate significant results despite adversity, obstacles, and failure; and (3) step out of our comfort zone to use curiosity, creativity, imagination, and resourcefulness to design and plan a better life and a better future for ourselves and for others.

CORE VALUES

Simple Rules for Success: (1) Know Yourself. (2) Serve Profoundly. (3) Find Your Right Pond.

Values: “Profound care for self. Profound connections with others. Profound service to the world.”

Philosophy: Better Character = Better People, Better People = Better Students.

WHY GROUP COACHING?

Program has grown:

- Fall 2014: 10 sections, 170 (119) students
- Fall 2015: 10 sections, 193 (157) students
- Fall 2016: 17 sections, 320 (268) students
- Fall 2017: 20 sections, 374 (307) students
- Fall 2018: 25 sections, 448 (363) students
- Fall 2019: 25 sections, 539 (450+) students

(Note: First number equals total number of students;
number in parentheses equals total number of first-year
students)

Currently we have the equivalent of 2 FTEs devoted to
LDC Program.

STRUCTURE

- Group Coaching format.
- 20-24 students per section.
- Meets once a week for 50 minutes.
- Each section facilitated by a trained Life Design Catalyst Facilitator/Coach (in-house training).
- Class time incorporates both introspective activities and powerful questions.
- Grade based on showing up for 13-14 in-class sessions and 3 poster projects.
- We facilitate no more than 2 sections (2 hours) per day; 6 hours per day of non-class time provides additional outside-of-class time to meet with individual students when needed.
- Fall Course: What Could I Do With My Life (self-transcendence);
Spring course: Redesign a Life You'll Love (self-actualization).

COACHING CONTENT

Activities

- 50 Kick-Ass Questions to Awaken Meaningful Change
- Personal Responsibility
- I Am Statements
- Storytelling
- Lollipop Moments/Core Emotional Challenge Themes
- Personality Type Assessment (Myers-Briggs, Enneagram)
- Values Assessment (Personal Core Values and Desired Work Values)
- Strengths Assessment (Character and Engagement Strengths)
- Meaningful Work Statement
- Problem to Solve Statement
- Life's Work (Educational, Experiential, Employable, Entrepreneurial)
- Personal Philosophy/Personal Manifesto
- Personal Motivations
- Seven Word Life Motto
- Daily Practice
- Personal Superpowers
- Transformation Triad
- What's Working/What's Not Working
- What's Holding You Back (Obstacles and Limiting Beliefs)
- Your Eulogy/Legacy
- Dream Team/Dream Community
- My Life Self-Assessment
- Desired Feelings
- StoryBrand One-Liner
- Life Word Activity

Posters/Projects

- My Life Story Poster
- Major/Career/Calling Exploration Poster
- Calling Connection Mind Map
- Personal Charter
- You...The Superhero
- Current State vs. Ideal State (One Year)
- 5-Year Portrait of My Best Life

INDIVIDUAL COACHING QUESTIONS

1. What do you want? Why are you here (to see me)?
What's on your mind?
2. What's the problem? What's the issue? What's your
dilemma?
3. What do you want to happen? What do you want as
the end result?
4. What are you willing to do? What do you need to do
right now?
5. What do you need from me? How would you like for
me to help you?

Data...

- Increases in Retention Rates for first-year students, especially for African-American and Latinx students.
- Significant increases in five-year and six-year Graduation Rates.
- Significant increases in Retention (and most likely Graduation) Rates for transfer students.
- Students stating that they are clear about their choice of major, how they will serve, and their future academic, career, and life plans.

The Dream Dean

Personality Type – ENFP/INFP

Creative
Introspective
Authentic

Character Strengths

Zest
Love of Learning
Creativity
Gratitude
Hope
Spirituality

Personal Core Values

Fitness/Health
Wisdom
Personal Development/Growth
Family/Friends (Community/Tribe)
Spirituality

Superpower Tagline 1

“Achieving more than anyone thought possible.”

Superpowers
Curator
Purpose-driven
Transparent
Connectedness



Personal Motivators

Become my best self
Be around like-minded people
Leave a legacy/be remembered
Do work that's significant
Focus on health and well-being
Have financial security/stability
Make an impact on others

Enneagram – Type 3

Driven
Valued
Inner-Directed

Engagement Strengths

Maximizer
Futuristic
Relator
Belief
Activator
Connectedness

Desired Work Values

Personal Development
Independence
Flexible Hours
Friendships
Making a Difference

Superpower Tagline 2

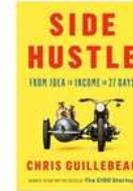
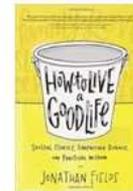
“Striving to be 1% better every day.”



+1
Striving to be 1% better every day!



Content curation



Bill's Personal Manifesto

"Dream Big. Live With Purpose. Inspire Others."

"Striving to be 1% better every day."

"In any given moment each day, you have two options: you can choose to step forward into growth (+1) or backward into safety (-1)." - Abraham Maslow

"Be you. For you. And be cool with it."

"Be who you are and say what you feel because people who mind don't matter and people who matter don't mind." - Bernard Baruch

"Every day is a gift."

"The purpose of life is to discover your gift. The work of life is to develop it. The meaning of life is to give your gift away." - David Viscott

"Achieving more than one ever thought possible."

"Give your best, to the most, for the least." Charles Eames, as shared by Brian Johnson

"Go big or go home"

"Our job in this lifetime is not to fit into some mold that others have determined is best for us. Our job is to find out who we already are - and become it." - Steven Pressfield

"Work diligently, work intelligently, work patiently, and work persistently...and you are bound to be successful" - S.N. Goenka

“Our job in this lifetime is not to fit into some mold that others have determined is best for us.

Our job is to find out who we already are – and become it.”

Steven Pressfield

WHAT'S NEXT?

- Educational institutions need to focus not on just mental health, but on all aspects of health and well-being (physical, mental, emotional, AND spiritual) – they are ALL connected!.
- As educators - and in light of what's going on in our country today, we need to spend more time helping students understand what it means to be a good HUMAN BEING, knowing that have been put on this earth to become the best version of themselves and to profoundly serve others, not on just being good college student/college graduate/employed worker.

What are you known for?

What do you **WANT** to be known for?

Contact Information

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