

CASRA Lunch Session

**Don't go anywhere
without your gifts!**

Bruce Anderson
Core Gift Institute
www.coregift.org



“We went scouting, looking for pathways to help people answer the questions:

“What are my gifts?”

“How am I unique?”

“What am I supposed to do?”

Core Gift statements developed by adults California

Miguel:

My core gift is helping others be creative. I do this by helping them to have generative thinking, be willing to teach others, and be a voice for individuals whose voice is not being heard.

Michael:

My core gift is to help others to teach, especially those who hurt about learning. I do this by helping them recognize their own difficulties with learning, help others learn, and constantly evaluate their experiences.

Beth:

My core gift is helping others be peacemakers. I do this by helping them learn how to provide situations where individuals can think things through, be willing to be in the middle of conflict, and always stand-up for peace.

Lorna:

My core gift is helping others to “compost.” I do this by helping them know that there is nothing that cannot be transferred to riches by allowing the heat and energy of disintegration to take place.

Who See's Me?

Who do you think REALLY sees you for your gifts in your work? (In your workplace, other collaborators, individuals/groups you are working with.)

Who do you wish would see your gifts more clearly and/or welcome them?

What is it you want them to see?

What could you do to make that happen?



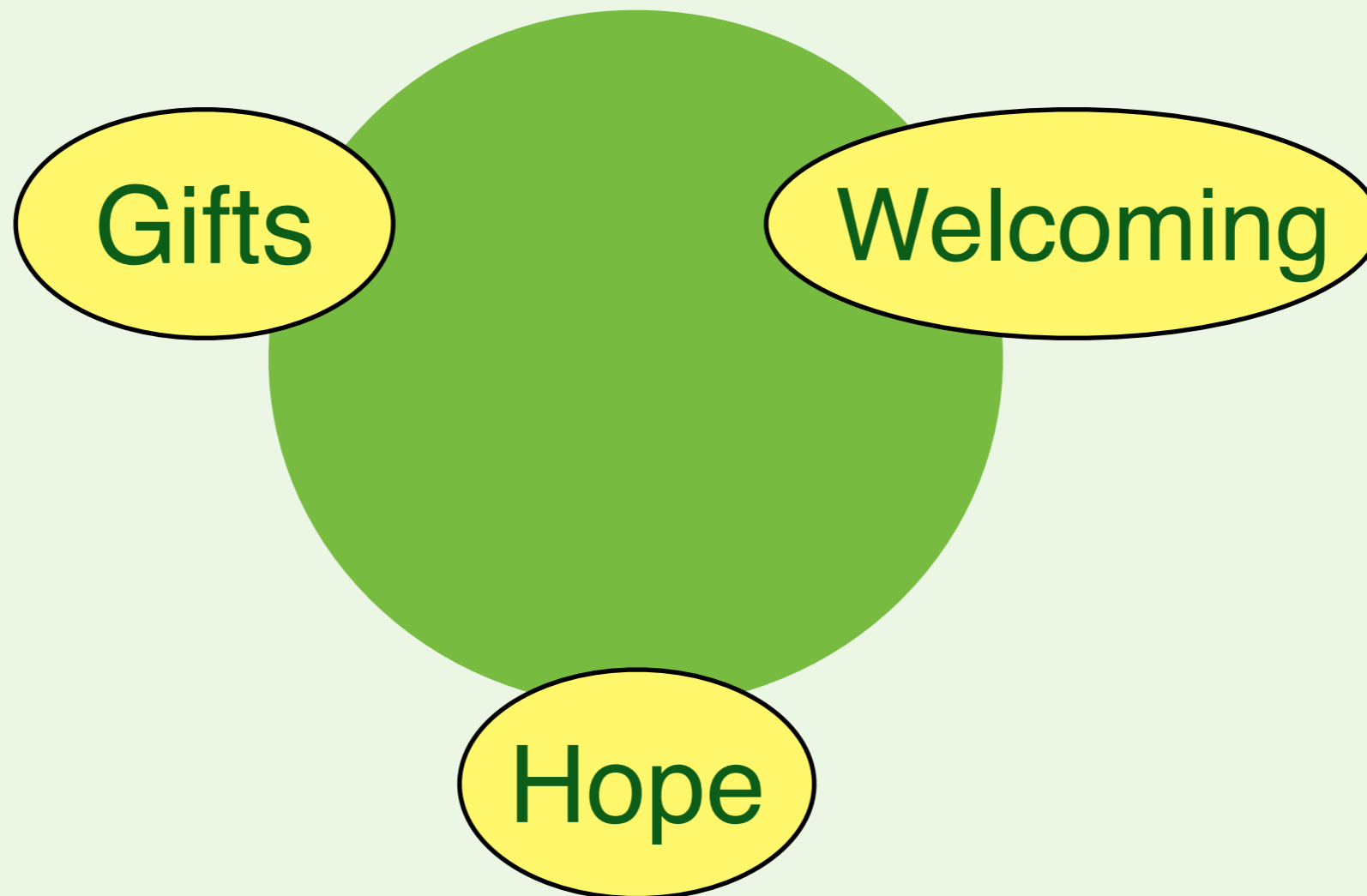


Find # One:

“What’s the
origin of my
gifts?”

IT'S THE GLUE

**“It’s one of the three required glues
of relational and community life
in our ancestories.”**



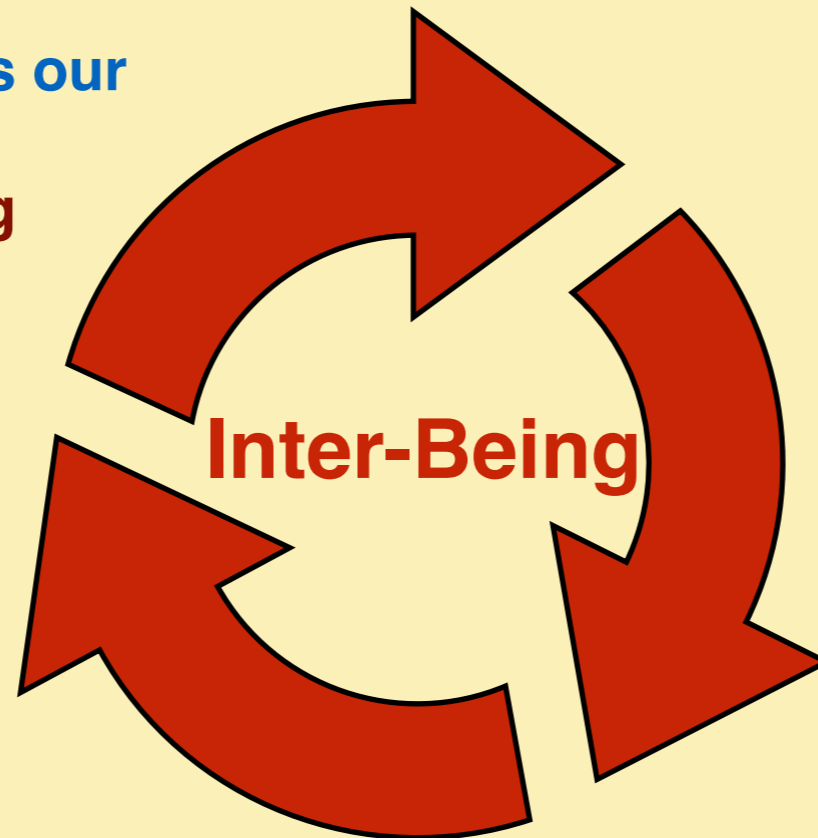
Indigenous Model for Acculturation

Embedding multi-generational thriving through understanding, identifying and exchanging gifts.

SPIRIT

How do we define, and what is our relationship with spirit?

Gifts are gifted to all living things by spirit.



SELF

How do we define "self."
Who am I?
What are my unique gifts?

OTHERS + NATURAL WORLD

How do we define our relationship to all that is around us?

What are our mutual obligations?

Being open to giving and receiving gifts as an essential obligation to life.



Re-Gifting

Come through you rather than from you.

Gifted to you

Your responsibility is to identify,
learn about, and give.

Not giving your gifts causes harm
to you and your community.



Find #Two:

“There is abundant information that refers to ‘gifts’....”

Gift Identification and Use: Eight Sources of Information

Developmental Psychology

Intrinsic desire to find meaning and purpose

Spiritual

Humans have a seed purpose and innate gifts

Community Development/Organizing

Gifts as the basis for individual contributions and task organization

Cultural/Indigenous Anthropology

Youth initiation/identity and spiritual belief systems

Depth Psychology

Compensation Theory: Duality of gifts and suffering

Motivation

Intrinsic desire to identify and contribute abilities

Mythology

Teaching stories about gift identification and use

Learning Theory

Multiple intelligences and motivation



Find #Three:

“There is a generally-accepted definition of gifts across different cultures.”

WHAT IS A GIFT?



**“...a unique ability you have
that is freely given out of
generosity for the benefit of
another living thing.”**



Find #Four:

“Don’t confuse gifts
and competence.”

GIFTS ~~=~~ COMPETENCE

Competence = ability to perform task

Gifts = what you desire to give



Find #Five:

Gifts have "inside
power."

HOPE:

“I am more than my current situation.”

IDENTITY AND POWER:

“My gifts keep me grounded in who I am and identify my most powerful interests and abilities.

BELONGING:

“Giving my gifts helps me know where I can belong in community.”

HEALING:

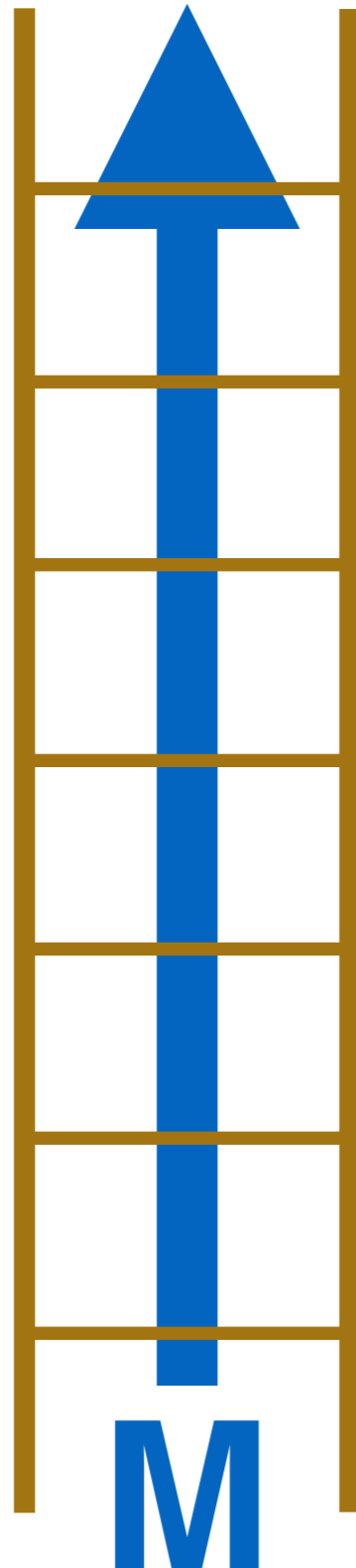
“Some of my gifts help me heal from difficulties I have faced in my life.”



Find #Six:

“Humans are more motivated to give our gifts than our strengths or skills.”

Self-View: Ladder of Motivation



Gift Oriented:

“There are some things I am good at, and there are a few things I am very motivated to do and learn more about.”

Strength Oriented

“I can do some things, and there are some things I am good at.”

Skill Oriented:

“I have a lot of problems, but I can do some things.”

Problem Oriented:

“I have a lot of problems.”



Passage Gifts

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, Stronger Me

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

The “Passage GIFT” is the specific thing you can either *do better* or *believe in more strongly* as a result of going through that story in your life.

**WHAT'S ARE TWO
PASSAGE GIFTS OF
YOURS?**

PASSAGE GIFTS

DISCUSSION:

**HOW HAVE I USED THAT GIFT
AT MY JOB?**

**HOW DOES THAT GIFT GET
ME IN TROUBLE SOMETIMES
AT MY JOB?**