

## 1. Homework Assignment & Self-Reflection Process

- **Encouragement to Review the Report:**
  - o Declan is assigned to read through his assessment report carefully.
  - o Parents (mom and dad) and possibly a trusted friend or mentor should give feedback.
  - o Emphasis on also praying about the report, asking God for guidance regarding design and vocation.
- **Prioritising Strengths and Non-Strengths:**
  - o Declan is instructed to list all 14 strengths, ranking them in order: 1st is the truest, then the next, and so on until his top 5 most authentic strengths are identified.
  - o Same process is to be repeated for the 14 non-strengths to determine top 5 non-strengths.
  - o Multiple purposes:
    - i. To help Declan become comfortable, confident, and convicted about his God-given design vs. "what the world says."
    - ii. To prepare for real-world application, especially interviews.

## 2. Practical Application: The "Money Page" - Interview Preparation

- **Interview Scenarios:**
  - o Questions about strengths ("What are your strengths?"/"Why should I hire you?"/"What do you bring to this organization?").
  - o Typical responses from others: either guessing what the interviewer wants to hear or responding uncertainly.
  - o Prescription for Declan: confidently and specifically list his five strengths ("rattle them off").
- **Handling Questions About Weaknesses:**

- o Expectation that interviewers will pivot to weaknesses.
- o Prepared response: list the determined top 5 non-strengths.

- **Turning the Tables:**

- o Suggestion to ask the interviewer: “Will I be working in my strengths or non-strengths in this job?”
- o Assertiveness in job search: prioritize job fit for design, not desperation or hope for any job.

### 3. Ideal Work Environment - Using Career Direct Insights

- **Questions to Ask Employers:**

- o At interview’s end, when asked if he has questions, Declan is prompted to refer to his ideal work environment pages.
- o Example questions:
  - Will I have the opportunity to talk/explain or perform in this job?
  - Will there be a harmonious team?
  - Will there be clearly assigned duties?
- o Encouragement to seek a fit between the job and his stated preferences; if not present, be willing to thank them and move on.

### 4. Strengths-Focus vs. Weaknesses-Focus

- **Which Area to Develop?**

- o Declan answers “weaknesses,” but is told this is the wrong answer (contrary to culture).
- o The facilitator insists: weaknesses exist because God did not design you for them.
- o The enemy wants people to focus on weaknesses so they feel depressed/frustrated/unsuccessful.

- o Right answer: maximize and develop strengths; minimize exposure to weaknesses.

- **Illustrative Example:**

- o Famous football player (Courtland Sutton) wouldn't stop playing to focus on math if football is his strength.
- o Lesson: pursue and develop strengths for success and fulfillment.

## 5. Critical Life Issues Section

- **Assessment Review:**

- o "Critical Life Issues" page is discussed—clarification that this is not a diagnostic tool.
- o Noteworthy points:
  - Declan's stress level is low/relaxed, indicating a solid family foundation.
  - His design is robust and can handle high stress if necessary.
  - Compliant personality may slightly adjust stress handling, but generally, people with his design manage stress well.

- **Financial Mindset:**

- o The assessment suggests "high debt," which confuses Declan; it is clarified this is not literal debt but beliefs about finances.
- o Assessment inquires about financial worldview: "Sound" (biblical) vs. "unsound" (worldly).
  - A worldly view leads to endless money chasing and wrong career moves.
  - A biblical view yields reliance on God and making career decisions based on design, not pay.
  - Declan scores in the middle—"straddling" both perspectives.

## 6. Recommended Faith-Based Financial Resource

- **Book Recommendation:**

- o Howard Dayton's "Your Money Counts" is suggested for its accessible, story-based approach to biblical financial principles.
- o Explanation that most church teaching focuses on giving (10% of biblical verses), while the other 90% concern saving, investing, insurance, etc.
- o Understanding these leads to financial wisdom and reliance on God as provider.

- **Contrast with Dave Ramsey's Program:**

- o Acknowledgment that Declan has completed Financial Peace University; has already improved financial habits.
- o Facilitator prefers the Crown approach: puts God, not the instructor, at the center ("God's economy").
- o Result: deeper motivation and accountability.

## 7. Personality Factor Recap Exercises

- **Worksheet ("The Funnel" and "The Donut"):**

- o Declan is asked to write top four personality factors in order (from earlier in the program):

- i. Extrovert
- ii. Adventurous
- iii. Compliant
- iv. Unstructured

- **Pie Chart Reference:**

- o On the report's pie chart (blue box, page 12), Declan is told to write "31,000."
- o Clarification: 31,000 represents the number of jobs recognized by the US Department of Labor, intended to illustrate the vastness of options (not an income suggestion).
- o Emphasis on the importance of using guidance/tools to narrow the search.

## 8. Concluding Remarks

- **Encouragement:**
  - o Reaffirmation that Declan is making good progress.
  - o Humor and engagement used throughout for encouragement and clarity.

This outline covers the full arc: self-discovery, practical interview preparation, biblical/worldview formation, financial perspective, and the importance of living/working according to one's strengths and God-given design.



1. 5.6-Lesson-5-Interview-Application-Evaluation-Part-2.m4a