

iAPT Ltd's "Welfare Applied Positive Psychology" is an advisor course with online support established to disseminate the application of scientifically-proven psychological techniques to enable welfare advisors to greatly improve "Into Work" and "Sustained Employment" outcomes.

The four building blocks of the courses have been distilled from over 30 books, 100 psychological research papers (some yet unpublished) and correspondence with some of the World's

pre-eminent scientists in the field (Seligman, Grant, Huppert, Biswas-Diener etc). They have been created to enable non-psychologists to use cutting-edge techniques, contextualised to the Welfare to Work marketplace which improve outcomes for providers and their clients.

Welfare sector providers have budget pressures upon innovation & staff training. However the ones that aspire to be leaders in performance face urgent demands which WAPP can satisfy:

- Maximises unemployed client engagement and capacity to change
- Changes clients' mindset and mental toughness to improve 'into work' outcomes
- Improves employment advisors' competence, communication & effectiveness
- Reduces staff "burn-out"
- Enhances staff cohesiveness, particularly following TUPE-transfer periods
- Helps staff, clients and government departments to thrive.

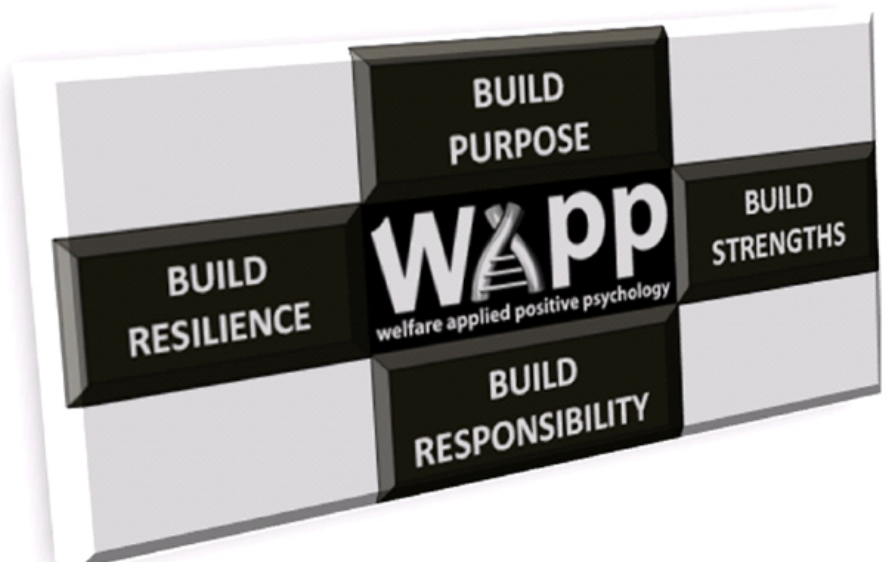
The 3-Day WAPP advisor training course will impart the skills and proven techniques which will improve an unemployed individual's self-efficacy, well-being, preparedness for change, resilience, strengths and – in short – likelihood of getting a job. This is supported by online materials, learner resources, surveys, "crib sheets" and ongoing research.

"WAPP builds a professional, motivated, outcome-delivering, **THRIVING** workforce when competitors are just **SURVIVING**."

“100% of attendees would **recommend** the course to colleagues...”

“Gallup uses positive psychology because positive psychology works. If the data showed that yelling at my employees was more effective, then I would do that instead.”

- Jim Clifton, Gallup CEO



“I have no doubt this will work. I can’t wait to use the techniques and see the results.”

Attendee, April 2011

BUILD PURPOSE

- Psychology Context
- Johoda’s Work & Wellbeing
- Core Self-Evaluation Scale
 - Barriers to Work
- Solutions Focus Brief Therapy
 - Guiding Principles
- Building Client’s Purpose
 - Scaling Techniques
 - Miracle Question
- Identifying Resources
 - Small Steps
- Reinforcing & Planning
- Overcoming “Problem Talk”

BUILD STRENGTHS

- Strengths & the Unemployed
 - Positivity
 - Losada Ratio
- Techniques Balance Ratio
 - Resource Identifiers
 - TGB
- VIA Survey of Character Strengths
 - Analysing Strengths
 - Developing Strengths
 - Using Strengths with unemployed clients
- MyWorkSearch Online support



BUILD RESILIENCE

- Stress
- Resilience
- US Army Programme Overview
- Adversity & Thinking Habits
- Critical Abilities of Optimists
 - Realistic Optimism
 - Depression
- Benefits of Pessimism
- Building Mental Toughness
- Resilience Ready Reckoner
 - Beliefs, Thinking traps
 - Challenging Beliefs
- Getting people back to work

BUILD MINDSET

- Mindset Introduction
 - Example failures
- Binet’s IQ Purpose
 - Fixed Mindset
 - Approval Addicts
 - Self Efficacy
- Growth Mindset in Practice
 - GRIT & Self-regulation
- Four Styles of Responding
 - Interview Confidence
 - Networking
- Using with Clients
 - Recap

Journal of Occupational Psychology, Employment and Disability (2010):

An overview of solutions-focused techniques (one of the components of WAPP) and their application, as researched by DWP in an “employment agency intervention” context (78% of clients completed this voluntary course):

“The Customers taking part reported significantly decreased anxiety and depression, more positive about the skills they have, more positive about being able to present themselves to an employer and more positive about their ability to sustain work.”

Advisors leave the course feeling **MOTIVATED,**

LOYAL and **ARMED** with the

SKILLS and support materials to

help make a huge **DIFFERENCE.**

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