

Strengths Profile

Master Accreditation

**Online Overview
Level 3**

Introduction

Who should use it?



Coaches who want to become experts in Strengths Profile and support clients to unlock their potential. Building on your strengths knowledge, the Master Accreditation shows you how to have powerful conversations about strengths dynamics and Profile changes over time.



Managers who want to appreciate and develop the unique strengths of their team and to have impactful strengths discussions with each member about performance and professional development.



HR Professionals who want to deepen and champion the strengths approach within their organisation by embedding it within individuals, teams and managers.



Educators who want to have engaging career conversations with students about their strengths and suitable careers, and get them ready to celebrate and share their strengths in interviews.



Prior to beginning the **Level 3 Master Accreditation**, it is necessary to complete the **Level 2 Accreditation**.

- The Master Accreditation comprises of 4 Modules of pre-recorded videos, covering deep expertise on the application of strengths within Coaching, Teams, Careers and Managers.
- Each Module will refer to the relevant Toolkit for additional content and support for you to embed strengths in these areas following the programme.
- Within Module 2 there is a live video-based Team debrief with one of our assessors.
- There is no time limit to complete your accreditation, but we would recommend you do this within 3-4 months to maximise the impact from the learning.
- Each Module includes assignments to embed your learning and optional resources to ensure you don't miss any additional reading or videos from our wealth of strengths information!
- You will also be required to undertake pre-work in order to be fully prepared, so let's get started!

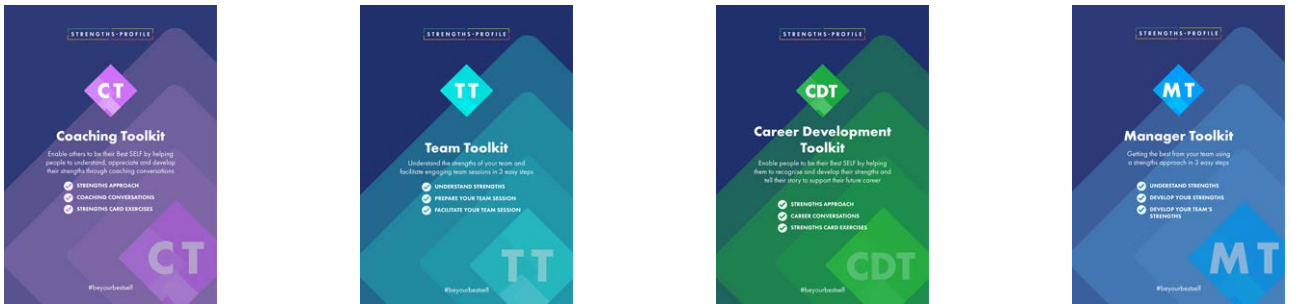
Introduction

Your Materials

✓ A PDF of each of the Master Accreditation workbooks



✓ 4 Toolkits – Coaching, Team, Career Development and Manager



These will be most helpful to you after the accreditation for workshop and application ideas. We've noted the page numbers in the workbook where it would be useful to have these to hand however.

✓ **Certificate**

Following successful completion you'll receive a certificate in your dashboard.



Introduction

Before you begin

Please allow 90 mins for your pre-work to get familiar with the materials.

1. Review your Level 2 Accreditation workbook before you begin and remind yourself of the best practice and model if it's been a while since you've used the tool.
2. Familiarise yourself with the platform and download the Coaching Toolkit required for Module 1 and review it at high level.
3. You will need a recent Strengths Profile of your own to hand to work with. Take the opportunity to reflect on any changes too. If you need an up-to-date Expert Profile, please visit our [Store](#) page.

Live Team Debrief (Module 2)

At the end of Module 2 Team Development, you will be required to attend and complete a live online session as part of your accreditation. The debrief session will be carried out under the supervision of a Cappfinity coach with other Master students. You will be required to prepare a workshop in advance and present your findings. Please book your preferred time slot through the Master Accreditation platform directly. You can move on to the other modules before attending this event.

If you require any further information, please contact us on accreditations@strengthsprofile.com

We look forward to congratulating you on becoming a Strengths Profile Master Practitioner!

The Strengths Profile Team



Completing the Master Programme has helped me expand my career as now I can use Strengths Profile in so many different ways. The tools are amazing! There is a fantastic set of resources you can refer to whether you want to do a team session, coach someone around their career or help someone with their confidence. It gave me so much confidence as a coach, which means I can make a real difference for my clients. I would highly recommend the Master Programme as it will give you a much deeper level of knowledge and widen the way in which you use strengths. I also love the fact that it is online and I could do this in my own time. The videos are fun and interesting to follow, and it's a really enjoyable process.



– Karen Sargent, Work Joyful

Module 1

Expert Strengths Coaching






Module Contents

 **Total Time – 2 hrs 20 mins**

Video 1	Setting up the Coaching Module	 14 mins
Video 2	Coaching Application	 30 mins
Video 3	Strengths Families	 25 mins
Video 4	Unique Profiles	 30 mins
Video 5	Profile Changes	 14 mins
Video 6	Strengths Dynamics	 27 mins

Module Assignments

 **Total Time – 1 hr 50 mins**

Assignment 1	Self-reflection on your own Strengths Profile and approach to strengths coaching	 15 mins
Assignment 2	Complete the Do More of What you Love worksheet	 30 mins
Assignment 3	Complete your reflections on the unique quadrants	 35 mins
Assignment 4	Watch the video on Profile Patterns we've noticed within some groups	 15 mins
Assignment 5	Complete the module assessment	 15 mins

Module Reflection

 **Total Time – 30 mins**

Reflection time on the contents of Module 1 – Expert Strengths Coaching	 30 mins
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 **Total Module 1 Time – 4 hours 40 minutes**



There are many more optional resources in each module for you to watch and read depending on your experience and context

Total programme time








Module 2

Team Development






Module Contents

 **Total Time – 2 hrs 0 mins**

Video 1	Setting up the Team Module	 12 mins
Video 2	Team Best Practice	 25 mins
Video 3	The Team Profile	 26 mins
Video 4	Debriefing the Team Profile Example	 27 mins
Video 5	Team Workshops	 30 mins

Module Assignments

 **Total Time – 3 hrs 20 mins**

Assignment 1	Self-reflection on how your strengths can impact on team development	 10 mins
Assignment 2	Analyse a Team Profile and make debrief notes	 25 mins
Assignment 3 - Part 1	Complete your Team Toolkit debrief preparation	 60 mins
Assignment 3 - Part 2	Attend the live Team workshop debrief	 90 mins
Assignment 4	Complete the module assessment	 15 mins

Module Reflection

 **Total Time – 30 mins**

Reflection time on the contents of Module 2 – Team Development	 30 mins
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 **Total Module 2 Time – 5 hours 50 minutes**



There are many more optional resources in each module for you to watch and read depending on your experience and context

Total programme time







Module 3

Career Development




Module Contents

 **Total Time – 1hr 25 mins**

Video 1	Setting up the Career Module	 15 mins
Video 2	Strengths Assessments	 14 mins
Video 3	Career Conversations and Applications	 38 mins
Video 4	The Career Guide	 18 mins

Module Assignments

 **Total Time – 1hr 25 mins**

Assignment 1	Watch the Student Debrief Example video	 40 mins
Assignment 2	Note reflections with the Owning Your Career worksheet	 30 mins
Assignment 3	Complete the module assessment	 15 mins

Module Reflection

 **Total Time – 30 mins**

Reflection time on the contents of Module 3 – Career Development	 30 mins
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 **Total Module 3 Time – 3 hours 20 minutes**



There are many more optional resources in each module for you to watch and read depending on your experience and context

Total programme time







Module 4

The Strengths Manager



Module Contents

 **Total Time – 1 hr 20 mins**

Video 1	Setting up the Manager Module	 17 mins
Video 2	Developing the Manager Strengths	 22 mins
Video 3	Developing the Team Strengths - Application	 19 mins
Video 4	Developing the Team Strengths - Conversations	 22 mins

Module Assignments

 **Total Time – 45 mins**

Assignment 1	Watch the Strengths Conversations Example video	 30 mins
Assignment 2	Complete the module assessment	 15 mins

Module Reflection

 **Total Time – 30 mins**

Reflection time on the contents of Module 4 – The Strengths Manager	 30 mins
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 **Total Module 4 Time – 2 hours 35 minutes**



There are many more optional resources in each module for you to watch and read depending on your experience and context

Total programme time



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