



Concept Note for
Individual and Group Coaching Program
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CHARACTER STRENGTHS – BUILDING BLOCKS OF LIFE

Character development in youth (especially the student community) appears to rely on cultivating fundamental social, emotional and cognitive skills. This includes the ability to recognize others' perspectives, engage in prosocial behaviour, the ability to distinguish between right and wrong, the acquisition of societal standards, and the ability to possess and use knowledge that contributes to a sense of well-being and a meaningful life. Youth and adults with a strong character reflect these abilities in their daily life. Thus, a strength-based approach is required to be used right from the time a student enters the adulthood period of his/her life.

Derived from the field of positive psychology, the term character strength has become synonymous with a group of 24 unique human characteristics developed by the VIA Institute on Character. Everyone possesses all 24 character strengths in different degrees, so each person has a truly unique character strengths profile. Character strengths are the building blocks of an individual's personality. When you know your strengths, you can improve your life and thrive. Research reveals that people who use their strengths a lot are 18x more likely to be flourishing than those who do not use their strengths.

Research suggests that fostering character strengths in early life can help an individual not just be better students, but also become a “good person”. However, understanding our own character strengths is an important, first step to helping develop these strengths in others. It can be done by conducting coaching sessions on each of the 24 character strengths and other positive education and positive life themes which may include the following: -

1. Explain how students can develop character by talking about and reinforcing the VIA character strengths early on and further in their entire life. As positive individuals, focusing on their strengths, positive qualities and future potential—rather than what they don't do well—enables them to see the best in themselves and work toward becoming better person, thus affirming and valuing their strengths.

2. Understand how holding strength related, regular, informal discussions among groups and teams, cheering and championing each other's strengths, make for wonderful character building conversation.
3. Learn why good individuals view character education as half their jobs done.
4. Learn how communities support and encourage people to be their best selves.

Coaching Sessions will be facilitated first on the following themes based on 24 VIA character strengths:-

Sr.No.	Topic	Sr.No.	Topic
1	Love	13	Self-regulation
2	Social Intelligence	14	Perspective
3	Kindness	15	Forgiveness
4	Zest	16	Judgement/Open mindedness
5	Appreciation of Beauty and Excellence	17	Prudence
6	Creativity	18	Fairness
7	Love of learning	19	Gratitude
8	Hope	20	Teamwork
9	Perseverance	21	Bravery
10	Leadership	22	Modesty
11	Humour	23	Honesty/Authenticity
12	Curiosity	24	Spirituality

Over and above this basic groundwork for positive individual and positive life, later, sessions on the following themes will be facilitated: -

1. Emotional Intelligence
2. PERMA framework
3. Achievement Motivation
4. Meaning and Engagement
5. Positive Relationships
6. Resilience and Problem Management
7. Goal Setting Goal Achievement
8. Mindfulness

Evident advantages of imbibing character strengths and building positive individuals through these coaching sessions are:

1. Strengths-based approach to living builds resilience in people.
2. When a person deliberately identifies and nurture their own positive attributes and qualities, it helps them create a 'positive filter' that makes them more able to cope with and adapt to stress.
3. By connecting people with their innate strengths and developing them (strengths of character, abilities or talents), we help them feel more satisfied with their life and themselves.
4. This provides a buffer against developing mental health issues later on.

Thus, to be able to gain the above benefits, **group coaching sessions** on the defined themes will be conducted for a group of 3-5 members. This will accomplish into strengths being

visible in aspect of their life. Some groups members will have created their own terminology for strengths which is understood by the whole community including parents, friends and all those who they interact with. Embedding a culture and ethos underpinned by strengths, putting Positive Life at the heart of community will result in benefiting not just people in the present and future but also the the entire community.

CONDUCT AND DURATION:

The total duration of session is proposed to be of 40 weeks (can be mutually decided) over a period of which 30 sessions will be conducted. 25 will be group sessions and 5 will be individual sessions.

Each session will be of 60 minutes of duration.

The specific details and mechanics such as day, session and schedule etc. can be worked out as per the coach and the group's mutual convenience.

PLATFORM: The sessions will be conducted on online platform with the help of gMeet or Zoom.

FINANCIALS: Total cost per individual for the entire program of 40 sessions is Rs. 37000/-

Know more about the facilitator/coach or program details, connect on

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