

MODULE 4: COACHING

Strength recognition



LEARNING GOALS AND OBJECTIVES OF THE ACTIVITY

Objective n° 2

ENHANCE GOAL SETTING AND STRATEGIC PLANNING

By understanding the strengths, weaknesses, opportunities, and challenges, educators can craft realistic and targeted action plans. This structured approach to goal setting supports both personal and professional development, enabling educators to create specific pathways for growth.

Objective n° 1

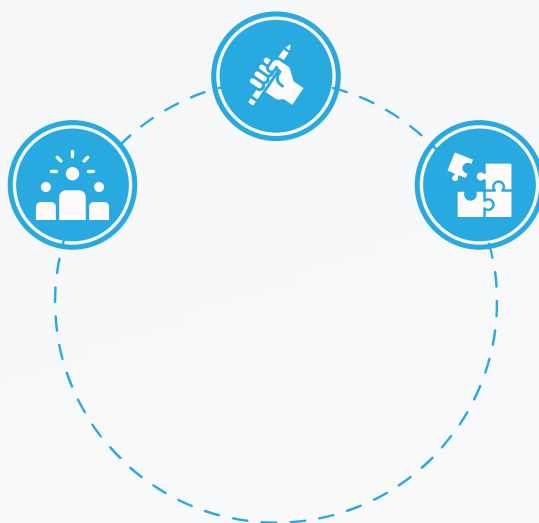
IDENTIFY AND ACKNOWLEDGE PERSONAL STRENGTHS

SWOT analysis enables adult educators to actively recognize and document the strengths of their beneficiaries. This self-awareness boosts confidence and provides clarity about what they bring to their coaching roles, reinforcing their effectiveness in supporting individuals in recovery.

Objective n° 3

BUILD CONFIDENCE THROUGH STRUCTURED SELF-REFLECTION

The systematic nature of SWOT analysis empowers educators to take responsibility for the strengths and development areas. This organized reflection process fosters confidence, helping participants leverage their qualities effectively in their coaching practice.



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ACTIVITY DESCRIPTION AND MATERIALS

Activity description

1. Target group – adult educators, mentors of change
2. Time – 1 hour.

1. SWOT analysis worksheets, pens or pencils
2. Safe and supportive environment

Materials

METHODOLOGY USED FOR THIS ACTIVITY



CONSTRUCTIVIST LEARNING

Through the SWOT analysis, participants construct knowledge by drawing connections between their internal qualities (strengths and weaknesses) and the external environment (opportunities and threats).



REFLECTIVE LEARNING

SWOT analysis encourages deep self-reflection, as participants analyze their personal and professional strengths, weaknesses, opportunities, and threats. This introspective process promotes self-awareness and critical thinking, helping educators better understand their abilities, challenges, and the external factors that influence their work.



GOAL-ORIENTED LEARNING

The SWOT analysis naturally leads to goal-oriented learning, as educators identify actionable steps based on their findings. This method helps them set realistic, achievable goals, fostering a practical learning experience that encourages personal and professional development.



EXPERIENTIAL LEARNING

By actively participating in their own SWOT analysis, educators learn through experience. They practice a structured, hands-on approach to self-assessment that they can later apply to different scenarios in their coaching practice or help their clients use. This experiential learning reinforces the value of structured reflection in professional growth.



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ACTIVITY DESCRIPTION

Description:

This activity introduces participants to the SWOT analysis as a tool for recognizing personal and professional strengths. Participants complete a structured SWOT analysis, identifying their (S)trengths, (W)eaknesses, (O)pportunities, and (T)hreats. Through self-reflection and structured guidance, they gain deeper insight into their capabilities and potential areas for growth. This exercise supports self-awareness, goal setting, and strategic planning, which are essential in their roles as coaches working with individuals in recovery.

Steps:

1. Introduction (10 minutes): Explain the purpose of SWOT analysis and how it can be applied to self-assessment and personal development. Outline each component of SWOT: Strengths, Weaknesses, Opportunities, and Threats.
2. Individual SWOT Analysis (20–30 minutes): Distribute the SWOT analysis worksheets. Guide participants to begin with Strengths and Weaknesses, focusing on personal qualities and skills. Then, move to Opportunities (external factors that could help them grow) and Threats (external challenges they face in their role).
3. Group Discussion (optional, 15–20 minutes): If in a group setting, invite participants to share one insight from their analysis. Encourage a respectful, supportive discussion where participants can exchange ideas on how they might leverage strengths or mitigate challenges.
4. Goal-Setting and Reflection (10–15 minutes): Ask participants to set 1–2 personal or professional goals based on their SWOT analysis. These goals should focus on leveraging strengths, addressing weaknesses, seizing opportunities, or managing threats.

Facilitation Tips:

- Emphasize that the activity is for self-development, and sharing personal insights is optional.
- Encourage honesty and self-compassion, especially when identifying weaknesses or threats.
- Highlight that goals should be realistic and focused on growth rather than perfection.

Reflection Questions:

- How did it feel to identify your strengths and weaknesses?
- Which areas surprised you, if any?
- What actions can you take to leverage your strengths or address potential threats?

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SWOT ANALYSIS WORKSHEET

Strengths	Weaknesses
Opportunities	Threats