THRIEVE NATION & CRY ROP:
Helping young adults thrive
What we’ll explore together

1. The Problem
2. The Solution
3. Our Approach
4. Benefits of Coaching
5. Coaching Outcomes
6. Partnership Opportunities
The Problem
Disconnected / Opportunity Youth

5.5 million disconnected* youth
(*16-24 year-olds who are neither working nor in school)
The Problem

U.S. and CA unemployment rates

5.1% unemployment in CA (Sept 2017)

4.2% unemployment in the U.S. (Sept 2017)

Source: https://bit.ly/2DyBQsa
The Problem

CA unemployment rates by age groups

17.3% unemployment in young adults aged 16-19 (Feb 2018)

7.4% unemployment in young adults aged 20-24 (Feb 2018)

Source: https://bit.ly/2DyBQsa
Turn to a neighbor

In general, how are young adults struggling in your county or region?
The Problem

Generational trends amongst ‘iGen’

- Working less
- Living at home for longer
- Learning to drive later
- Socializing less
- More lonely
- More anxiety and depression

Source: Jean Twenge’s research, including iGen (https://bit.ly/2JKZOjq) and ‘Have Smartphones Destroyed a Generation?’ (http://theatln.tc/2u3JDX6)
The Solution

The Re-Inventing Schools Coalition (RISC)

- Established in 2002
- To help all students achieve, regardless of background, disabilities, prior performance or other obstacles to learning
- Successfully implemented competency-based, personal mastery systems in over 30 districts, 200 schools & 100,000 students across the US
The Solution

Thrive Nation helps young adults **thrive** by providing personalized, one-on-one coaching and facilitating strategic connections.
The Solution

CRY-ROP Experience
✓ @LIKE
✓ WIOA
Our Approach

Thrivers + Coaching = Outcomes

Thrive Cycle + Thriver Competencies + Thriver Tools + Goal-setting = Outcomes

Individual circumstances, life experiences and coaching needs

1. Increased educational persistence and attainment
2. Increased employment preparation, placement & advancement
3. Alignment of passion and strengths with career and life
4. Development of life / career skills & self-sufficiency
5. Nurturing of productive contributors to society
Our Approach

How we deliver our coaching

1. Thriver Getting Started Pack + Pre-Coaching Benchmark Questionnaire
2. 6-12 weeks of personalized, one-on-one coaching
   - 1 one-hour session per week with email/text access between sessions
3. Post-Coaching Progress Questionnaire + Follow-up sessions
Our Approach

Thrive Cycle

4 Alive & Thriving

Finding & Refining My Thrive

4 Driving My Thriving

Honing & Owning My Thrive

Our Approach

Thrive Cycle
Our Approach

Thriver Competencies
(Competency-based mastery linked to the Thrive Cycle)

1. Finding & Refining My Thrive
   1. Strengths & opportunities for improvement & conative style
      1. Identifies individual values and interests.
      2. Assesses personal strengths and opportunities for improvement in relation to individual skills.
      3. Recognizes individual learning and conation style by taking relevant surveys.
      4. Cultivate awareness of consequences of one’s choices and actions (event -> thought -> feeling -> behavior).
   2. Personal outlook & mindset
      1. Understands personal biases and prejudices.
      2. Demonstrates an understanding of diversity and the various ways cultures communicate.
      3. Assesses personal strategies to deal effectively with peer pressure.
      4. Evaluates qualities for developing and maintaining relationships.
      5. Develops skills for creating and maintaining healthy social and professional relationships.
   3. Identifying My Thrive
      1. Selects a Thrive Path that resonates with personal values.
      2. Creates a definition of my Thrive Path that is meaningful.

2. Honing & Owning My Thrive
   1. Awareness of & interaction with others
      1. Understands personal bias and prejudice.
      2. Demonstrates an understanding of diversity and the various ways cultures communicate.
      3. Assesses personal strategies to deal effectively with peer pressure.
      4. Evaluates qualities for developing and maintaining relationships.
      5. Develops skills for creating and maintaining healthy social and professional relationships.

3. Driving My Thriving
   1. Fulfilling my Thrive
      1. Participates in an internship, entry-level employment, or enrollment in one or more of the following Thrive Path / career branches: skilled trades, further education, entrepreneurial endeavors, service learning, and business.
      2. Assesses and revises goals and plans as needed.
      3. Begins to establish a Thrive Path / career branch portfolio including values, interests, strengths, and opportunities for improvement.
      4. Assesses challenges, mistakes and/or failure for learning and improvement.
      5. Celebrates successes.
   2. Applying
      1. Demonstrates skills for fulfilling my Thrive.
      2. Applies skills for fulfilling my Thrive in a variety of contexts.
      3. Applies critical thinking processes.
      4. Applies leadership in solving problems, demonstrating leadership, and leading teams.
      5. Applies leadership skills for fulfilling my Thrive.

4. Alive & Thriving
   1. Reflecting on experience
      1. Identifies how their Thrive Path is a thriving experience, e.g., appreciates own situation, feels like they made a difference, and gains sense of pride.
      2. Relates a personal story of service within their Thrive Path (the recognition of need and action taken).
      3. Evaluates the impact their Thrive Path role has had on people served and on the community as a whole.
      4. Assesses challenges, mistakes and/or failure for learning and improvement.
      5. Celebrates successes.
   2. Charting the next steps on my Thrive Path
      1. Completes and shares a Thrive Path / career branch portfolio to assist in realizing revised or new goals.
      2. Evaluates values, interests, strengths, and opportunities for improvement in relation to your Thrive Path / career branch.
      3. Evaluates consequences of one’s choices and actions.
      4. Reviews and revises existing goals or sets new goals and plans as needed.
Our Approach

Thriver Traits

SELF-BELIEF
“I believe in myself.”

COMPASSION
“I treat myself and others with compassion and respect.”

LEARNING
“I am curious and willing to learn and grow.”

SKILLS
“I seek, nurture and hone the skills I need to realize my goals.”

REALIZING GOALS
“I make clear goals and I’m motivated to realize them.”

RESILIENCE
“I easily adapt to change and I never give up.”
Our Approach

Thrive Coaches
(Certified Coaches with min 5 years’ experience)
Our Approach

Qualitative & Quantitative Measurement
(Pre- & post-coaching + longitudinal tracking @3, 6, 9 and 12 months)

Assessing Thrive Nation

The success of Thrive Nation to help young adults to thrive depends on understanding how well we have helped so that we can continually improve what we offer and how we coach.

To evaluate how successful we are, we would like to ask you a few questions so that we can compare your answers to the young adults we are actually coaching. (In scientific terms this is known as a control group. The control group is as important as the test group because it acts as a benchmark or base in the sand against which everything can be measured.)

Please know that there are no wrong answers to the questions we'll be asking. We're simply trying to understand where you're at in your life and to what degree you are thriving. Please also know that your answers will be anonymized. This means that we will never attribute any of your answers to you and will never use your name when sharing the survey results.

So let’s get started!

1. In this first section, we'd like to hear - in your own words - where you're at right now.

Do you know what you want to do with your life? If yes, what is it?
Are you currently employed or actively looking for a job? If yes, what is your current role and who is your current employer or what industry are you looking to get a job in?
Are you attending or about to attend further education? If yes, in what area and where?
Do you feel confident in your current strengths and abilities? Why or why not?
If you know what your goals are, what skills do you think you need to succeed?
If you know what your goals are, do you have access to the resources you need to succeed?

Do you believe you can succeed? Why or why not?

This second section, we'd like to ask a bunch of questions on a scale basis. So we can track any movement along the scale from when you first take the survey back to when you take it this second time.

scale of 1 to 10 where 1 = 'not at all' and 10 = 'yes, totally' please answer these questions:

- show me strengths
- show me weaknesses
- show me values
- show me interests
- am close about what I want to do with my life
- I can make effective decisions to seek a new job, pursuing education training, starting my own business, or entering the service industry
- have an open mind and see adversity as an opportunity to grow
- know failure is part of life and I embrace it
- sometimes make mistakes and that's OK
- I know how to learn, improve and grow
- understand that I think affects how I feel/decisions I make
- understand what empathy and compassion I am empathetic and compassionate towards others
- understand what gratitude is and practice it
- know what success looks like for me.

Helping young adults to thrive

Helping young adults to thrive

Helping young adults to thrive
Our Approach

Predictive analytics

Mobile app
Benefits of Coaching

Increased Productivity

Professional coaching maximized potential and, therefore, unlocks latent sources of productivity.

- Improved Work Performance: 70%
- Improved Business Management: 61%
- Improved Time Management: 57%
- Improved Team Effectiveness: 51%

Source: ICF Global Coaching Client Study was commissioned by the ICF but conducted independently by PricewaterhouseCoopers. (http://bit.ly/2xLyUmY)
Building the self-confidence of employees to face challenges is critical in meeting organizational demands.

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### Coaching Outcomes

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Increased educational persistence and attainment</td>
</tr>
<tr>
<td>2.</td>
<td>Increased employment preparation, placement &amp; advancement</td>
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<td>3.</td>
<td>Alignment of passion and strengths with career and life</td>
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<td>4.</td>
<td>Development of life / career skills &amp; self-sufficiency</td>
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<td>5.</td>
<td>Nurturing of productive contributors to society</td>
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Coaching Outcomes

“Thrive Nation has impacted me positively in my school life and outside life. The one-on-one sessions are very helpful because you get to trust your Thrive Coach. After each session, I was able to see my growth or see room for improvement if it was needed. I loved this experience and I am grateful to have taken part.”

Feedback from one of our Thrivers, 2017
Coaching Outcomes

“I now have a better understanding of what I have to do to get to where I want to be.”

"The exercises helped me become more confident and aware of my strengths"
Coaching Outcomes

“I had no help from home due to being the first person in my home to go to college, so it was a great help.”

“I feel happy, not the superficial daily happiness, rather a deep-rooted chest felt happiness. It's as if I am able to walk with my head held up high again.”
### Coaching Outcomes

<table>
<thead>
<tr>
<th></th>
<th>Pre</th>
<th>Post</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>I know what success looks like for me.</td>
<td>3</td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td>I have the skills I need to succeed.*</td>
<td>6</td>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>(These can include, for example, technical skills, leadership skills, critical thinking skills, negotiation skills, conflict resolutions skills etc.)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I know how to set goals.</td>
<td>4</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>I know how to achieve the goals I set.</td>
<td>3</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>I am motivated to achieve my goals.</td>
<td>7</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>I see obstacles in achieving my goals as an indicator to give up.</td>
<td>5</td>
<td>3</td>
<td>2</td>
</tr>
</tbody>
</table>
In your table group

As you think about your current approach to serving youth, and consider strategies you are utilizing, the transportation metaphor that comes to mind is... (i.e. jet plane, trusty tug boat, Titanic, train wreck, traffic jam)

As you think about your future strategies including life coaches, the transportation metaphor that comes to mind is... (i.e. hybrid vehicle, bullet train, speed skates)
Partnership Opportunities

Thrivers + Coaching = Outcomes

Thrivers

Young adults in your area

Coaching

Thrive Cycle

Thriver Competencies

Thriver Tools

Goal-setting

Resources

Challenges

Outcomes

1. Increased educational persistence and attainment
2. Increased employment preparation, placement & advancement
3. Alignment of passion and strengths with career and life
4. Development of life / career skills & self-sufficiency
5. Nurturing of productive contributors to society
Questions?
Thank you