

## The Bounce Methodology

### THE SCIENCE BEHIND THE TRAINING

The Bounce Program is a globally recognised coaching framework for successfully embedding soft skills that move people from long-term unemployment to sustainable living-wage jobs.

Scientifically-backed and expertly executed, the Bounce Methodology is the secret to its success and is what sets it apart from all the other job readiness training available.

This methodology is taught to the trainers to create consistent results with every program. It features four modules of dynamic learning that every job seeker is supported to work through with their trainer in a small working group environment.



### SELF

Drawing from a large range of studies, this portion of the program focuses on the development of positive emotions through self-discovery, to override negative emotions; broadening the mindset, building physical and intellectual resources which can be drawn on later to improve the odds of successful coping and survival. Topics include:

- Personal Reflection & Perception
- Communication Skills (self)
- Belief Shifting
- Confidence Building
- Anchoring (self)
- Integrity

### SOCIAL

Focusing on the two dimensions of social competence (empathy and social skills) within emotional intelligence, the *Social* aspect of the program provides space for the individual to develop their communication skills, learn how to work more collaboratively in teams, and discover how to build strong connections with others. This allows individuals to not only fulfil their need to belong and connect with others but also their ability for growth professionally. Topics include:

- Communication Skills (Others)
- Anchoring (Others)
- Integrity
- Rapport

### VISION

Individuals who pursue goals that match with their developing interests and values put more continued energy into realising those goals and are more likely to achieve them. With an abundance of scientific research backing the connection between strengths, values and goal setting, the *Vision* portion of the program sheds more light on these topics and supports the development of more personally desirable achievements. Topics include:

- Value Identification
- Strengths Identification
- Attribute Identification
- Needs Identification
- Vision Creation
- Future Planning
- Achievement

## ACTION

Reinforced by teaching an internal “Locus of Control” perspective, rather than an external one, *Action* ties previous learnings together, creating a space of motivation for individuals to use their skills. With the influential behaviour change that has taken place, individuals become more applied in their learning and are supported in creating practical documents, practice work-based skills and encouraged to immediately take action on the goals they have set. Topics include:

- Career Gearing
- Practical Work Based Skills
- Presentation Skills
- Opportunity Identification
- Financial Planning
- Actively Researching
- Maintaining Mental wellbeing

## Research & Studies

**Martin Seligman** – Positive Psychology

**Barbara Fredrickson** - Broaden and Build Theory, Positive Emotions

**Carol Dweck** - Mindset, Flip it, Beliefs

**Robert Cialdini** – Influence, Persuasion & Nudging

**Daniel Goleman** – Emotional Intelligence

**James Prochaska & Carlo DiClemente** – Stages of Change Theory

**Albert Ellis** - ABCDE Model, Beliefs, Cause and Effect

**Thaler and Sunstein** - Availability Bias

**Daniel Kahneman** – Anchoring, Thinking fast and slow

**Multiple Studies** - Emotional Intelligence

**Matt Lieberman** - Social

**Amy Cuddy** - Body Language, Rapport.

**Biswas-Diener** - Strengths

**Linely (et al)** - Goal Setting, Goal Attainment

**Biswas-Diener** - Goal Framework

**Sonja Lyubomirsky** - Happiness Pie, Intentional Activities

**Shefrin & Thaler** - Mental Accounting

**Judge, Locke, Durham** - Locus of Control

**Sonja Lyubomirsky** - Happiness Pie, Intentional Activities