Asset-Based Approaches

that Help Adults Build a
Solid Future

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Today’s Objectives

• Identify four key principles of asset-based approaches
• Discover how to engage learners in asset-building opportunities that contribute to a solid future
• Explore some benefits of asset-based approaches
• Examine ways to implement asset-based approaches
What is your superpower?

• Think about your assets!
• Take a sticky note.
• Write your superpower and your name on the sticky note.
• Post your sticky note on chart paper.
Asset-based vs. Deficit-based Approaches

Deficit-based approaches focus on weaknesses and deficiencies
- Non-traditional backgrounds
- Educational background
- Criminal record
- Language background

Asset-based approaches focus on identifying and leveraging individuals' strengths, skills, and resources
- Work experience
- Life experience
- Cultural diversity
- Transferable skills
- Education and training

(Puget Sound Educational Service District, 2021)
Key Principles of Asset-based Approaches

**Strengths-based Perspective**
Recognizing and utilizing existing skills and capabilities

**Empowerment**
Fostering confidence and self-efficacy

**Collaboration**
Engaging learners in their own growth process and connecting them with supportive networks

**Holistic Approach**
Addressing various aspects of a learner's life, including social, emotional, financial, and physical well-being

(Johnson & Reynolds, 2014)
Benefits of Asset-based Approaches

**Empowerment**
Individuals feel more in control of their lives and futures.

**Perseverance**
Building on existing strengths leads to personal growth.

**Community Impact**
Strengthening individuals contributes to the overall resilience and well-being of communities.

**Economic Growth**
A population empowered with skills and resources fuels economic development.

(Johnson & Reynolds, 2014)
Motivational Interviewing: Helping People to Change

“MI is a collaborative, goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person’s own reasons for change within an atmosphere of acceptance and compassion.”

(Miller & Rollnick, 2013) (Sayegh, et al., 2017)
What does this look like in adult education?
Activity: Question Sort

1. With a group, sort questions into two categories: asset-based questions or deficit-based questions
2. Brainstorm possible responses to each question
3. Rephrase deficit-based questions to shift the language to an asset-based question
4. Share out personal experiences with asset and deficit-based approaches
Exit Activity: Implementing Asset-based Approaches

Questions to Consider

1. How will you look at your student enrollment process to identify what is and is not asset-based?
2. What three new asset-based questions can you incorporate with students?
3. Audit of materials....What materials have deficit-based wording and/or deficit-based questions?
Presentation slides and resources
Questions?

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References


