

Characteristics of Weakness-Based & Strengths-Based Cultures in Higher Education

Characteristics of ...	Weakness-Based	Strengths-Based
Mission	<i>Fix students</i>	<i>Build individuals</i>
Latent model	<i>Disease</i>	<i>Wellness</i>
Implicit agenda	<i>Protect society Follow rules & laws</i>	<i>Develop human potential Authenticate relationships</i>
Focus	<i>Disabilities Inadequacies Character flaws</i>	<i>Abilities Talents Character strengths</i>
Process	<i>Remediation</i>	<i>Facilitation</i>
Language about	<i>Languishing</i>	<i>Flourishing</i>
Artifacts	<i>Help Centers</i>	<i>Excellence Centers</i>
Roles	<i>Counselors Academic advisors Professors Lecturers</i>	<i>Life coaches Student advisors Teachers Mentors</i>
Emotional tone	<i>Pessimistic</i>	<i>Optimistic</i>
Student psychological states	<i>Shame Frustration & anger Depression Fear Non-autonomous Punishing Alienated Insignificance</i>	<i>Pride Joy Elation Courage Autonomous Intrinsically rewarding Engaged Meaningfulness</i>
Student life story themes	<i>Managing inadequacy Dealing with stigma Being helped Letting people down</i>	<i>Growth & development Redemption & celebration Serving others Delighting others</i>
General outcomes	<i>Status quo reacquired Well-being stabilized</i>	<i>Excellence achieved Well-being enhanced</i>