

# The Power of Difference (PDA): Consultation Certification Abbreviated Syllabus



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Instructor of Record: J. Elliott Butler-Cisneros, Executive Director of The Sum

Location: Online, Zoom links to be provided

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Dates and Times: This online training will take place over four Sundays in February 5, 12, 19, 26 (3 hours each of these days), from 5-8 pm (EDT).

Cost: Sliding scale, pay what you can between \$200 to \$500 (work exchange and payment plans are also available).

Primary Purpose: Those who successfully complete the certification training may consult for/through The Sum earning \$60 to \$100 per hour on a flexible schedule for as many hours as you would like (and as are available).

Acceptance Process: There are 3 components of the acceptance process--

- Application (online here: <https://thesum.org/pda-consultant-application-page/>)
- PDA completion--*you may have already completed this and do not need to do it again though, if it's been a while, you may choose to repeat it. Check in with Elliott if you feel unsure.*
- Consultation with and approval of the Executive Director

Certification Requirements:

1. *Attendance is required for all 4 meetings listed above.*
2. Approximately 50 pages of study of the PDA Consultant Handbook after acceptance (20 pages prior to the first training).
3. A signed Confidentiality Agreement after acceptance and prior to the first meeting and a PDA
4. Authorization (financial agreement details) if/when successful completion is accomplished.
5. Three to five practice consultations, which include both consultees and the exec director, are required in the first month after the training. The number of practice consultations may be extended until both feel comfortable with the trainee consulting independently. Practice consultations are typically done with friends and family at no cost.

6. Successful achievement of all learning outcomes listed in this syllabus *according to The Sum and its staff*. In some cases additional learning activities may be recommended/required before certification is considered or conferred. Please Note: Completion of the training does not guarantee certification.

Approximate time commitment for certification:

- 12 hours of whole-group meetings
- 10 hours study/other outside homework
- 5 hours of viewing or practicing consultations in the group
- 3-5 hours (or more) of additional practice consultations with Executive Director present

TOTAL ESTIMATED TIME COMMITMENT 30 to 35 hours

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### **Before the first meeting**

Because this training is mostly online, we make as much material as possible available for study outside the meetings to allow participants to access and “digest” it on their own schedule. Then, when we meet we can focus on remaining questions, go more in-depth, and have more shared practice time.

As mentioned above, we ask that you read the handbook up to page 20 minimally, prior to our first whole group meeting. The handbook will be provided upon acceptance. It is helpful to take notes of questions and key learnings as well as to journal about issues, feelings, and ideas that arise while you are reading this material. Please fill in the text boxes/journal prompts found throughout the first 20 pages of the handbook.

We ask that you accomplish **Learning Outcomes 1-6** (listed below) and demonstrate this by completing Components 1 and 2 of the Evaluation which includes the PDM test, and the PDA/PDM Essay Evaluation, prior to the first meeting.

### **Meeting Agendas**

#### ***Meeting 1 – February 5, 2023, 5:00 to 8:00 pm (Eastern Time)***

1. Introductions & “Why I came to the planet”
2. Housekeeping – Confidentiality Agreement
3. Personal and Group Mission Clarification Work
4. Review PowerPoint Slides—share teaching
5. Learning edges
6. Review test questions – breakouts then large group
7. Questions/Issues

*Before meeting 2: Watch two practice consultations and record key learnings and questions.*

***Meeting 2 – February 12, 2023, 5:00 to 8:00 pm (Eastern Time)***

1. Debrief Recordings
2. Consultation Notes by Pattern – breakouts, then whole group
3. Notes for overall consultation agenda
4. Results Printouts – Group/Individual
5. Group Activity: “Inside/Out”
6. Sample Group Activity: “Creating/Naming the Patterns”

*Before meeting 3: complete two practice consultations with a partner (one leading).*

***Meeting 3 – February 19, 2023, 5:00 to 8:00 pm (Eastern Time)***

1. Debrief Partner practice
2. Making Recommendations – general pattern, category, and individualized
3. Sample Group Activity: “Solidarity Protocols”
4. Using the 10 to 8 scheduling system
5. Workshop consultation scenarios

*Before meeting 4: complete two practice consultations with a partner (other leading).*

***Meeting 4 – February 26, 2023, 5:00 to 8:00 pm (Eastern Time)***

1. Debrief Partner practice
2. Sample Group Activity: “Leveraging Strength”
3. Group results
4. Using the PDA system on Amazon Web Services
5. Workshop consultation scenarios

***Other required work outside the meetings***

You will be required to watch two recorded consultations between meetings 1 and 2 and to complete two practice consultations with a partner: one between whole-group meetings 2 and 3 and one between whole-group meetings 3 and 4.

Certification will be conferred after successful completion of the following:

- the four Sunday online meetings
- the required work outside these meetings
- practice consultations
- learning outcomes acquisition and evaluation

## **Learning Outcomes**

Be able to...

### *Remember and Understand:*

- 1) The 8 bullet points of the model including the 12 sub-points of #7.
- 2) The “three observations” related to the history and development of the PDM.
- 3) The 2 foundations and why they are critical to the PDM.
- 4) PDM details as measured by a 43-question test (90% minimum correct).
- 5) Detailed descriptions of the three primary patterns (sensitivity, oneness, and strength), as well as appreciation, and leveraging.
- 6) Explain the “lack of equality” between the three primary patterns.

### *Analyze and Apply:*

- 7) Demonstrate effective knowledge and execution of effective consultation strategies.
- 8) Articulate the unique consultation features of each pattern.
- 9) Be able to extrapolate meaning from PDA results in order to make effective learning recommendations for assessment takers.
- 10) Effectively express the purpose of the model and assessment in 30 seconds or less.
- 11) Apply the three primary patterns (sensitivity, oneness, and strength), as well as appreciation, and leveraging in analyzing real-world scenarios.

### *Evaluate and Create:*

- 12) Successful consultations experienced by the consultee as meaningful, enjoyable, and practical.
- 13) Facilitate a consultation using questions that support consultees learning rather than interpretation.
- 14) Create a positive, asset-based “container” for consultees to share feelings, ideas, and feedback.
- 15) Grasp, convey, and facilitate key resource materials presented.
- 16) Make meaningful recommendations for individuals and groups based on PDA results.
- 17) Model/embody Integration/Leveraging.