
Facilitator Quick Start Guide

Welcome Facilitators

Thank you for investing in the lives of the students you serve.

Success-in-You was created to help students develop greater self-awareness, stronger decision-making skills, emotional intelligence, personal responsibility, and confidence for the future.

This program is not designed to lecture students.

It is designed to **engage them**.

Students learn best when they are invited to think, discuss, reflect, and apply what they are learning to real-life situations.

Your role is not to have all the answers.

Your role is to help students ask better questions, think more deeply, and discover valuable truths about themselves.

The lessons provide the content.

You provide the environment where growth can happen.

The Success-in-You Learning Model

Every lesson follows a simple learning process:

- **Learn It:** Students watch the lesson and gain new ideas, awareness, and understanding.
- **Reflect On It:** Students pause, process, journal, discuss, and connect learning to their own lives.
- **Apply It:** Students identify practical ways to use what they have learned.
- **Return To It:** Growth happens through repetition and reflection. Students are encouraged to revisit lessons throughout their journey.

Success is rarely built through one powerful moment.
Success is built through many small moments repeated over time.

Facilitator Philosophy

Students do not need another person telling them what to think.

They need trusted adults willing to help them think.

As a facilitator:

- ✓ Create a safe learning environment
- ✓ Encourage participation without pressure
- ✓ Ask thoughtful questions
- ✓ Listen carefully
- ✓ Celebrate progress
- ✓ Avoid shaming or embarrassing students
- ✓ Encourage curiosity over perfection
- ✓ Focus on growth rather than performance

Remember: The goal is not to create perfect students. The goal is to help students become more self-aware, responsible, confident, and prepared for life.

Recommended Lesson Format

Most lessons are designed for approximately 20–35 minutes.

A simple teaching flow may include:

1. Opening Conversation (3–5 Minutes)

Introduce the topic.

Ask a simple opening question.

Allow students to begin thinking about the lesson.

2. Student Lesson Video

Play the student lesson.

Encourage note-taking and reflection.

3. Pause & Reflection Activity

Allow students to complete the lesson reflection questions.

Provide time for journaling and personal processing.

4. Guided Discussion

Use discussion questions to deepen understanding.

Allow students to share insights when comfortable.

5. Real-Life Application

Help students identify one practical takeaway they can apply immediately.

6. Closing Takeaway

End with encouragement and a challenge to apply what they learned.

Lesson Timing & Pacing

Most lessons are designed for approximately **20–35 minutes**, with some lessons requiring additional time for ProScan completion, goal-setting activities, worksheets, discussion, or deeper reflection exercises.

Success-in-You was intentionally designed with flexibility in mind. Facilitators are encouraged to adjust pacing based on the age, maturity, engagement level, and available instructional time of their students.

Suggested Pacing Options

- **Traditional Classroom Format**
 - One lesson per week
 - Ideal for semester-long implementation
 - Allows additional time for discussion and reflection
- **Accelerated Classroom Format**
 - Two lessons per week
 - Ideal for 7–10 week programs
 - Maintains momentum while allowing meaningful discussion
- **Advisory or Homeroom Format**
 - Divide lessons into smaller segments
 - Use reflection questions and discussion activities across multiple sessions
- **Youth Group or Small Group Format**
 - Expand discussions and personal application activities
 - Encourage greater participation and peer interaction
- **Homeschool Format**
 - Move at the student's pace
 - Allow additional time for journaling, parent discussions, and real-life application

Remember: The objective is not simply to complete lessons.

The objective is for students to understand, reflect, and apply what they are learning.

Sometimes the most valuable part of a lesson is not the video itself, but the conversation that follows.

The Importance of Self-Discovery

Several lessons include the ProScan Behavioral Assessment.

Students will discover:

- Personal Strengths Report
- Personal QuickView
- Career QuickView
- Connect With Me Graph

Remind students:

There are no right or wrong results.

The goal is not labeling people.

The goal is understanding how they naturally think, respond, communicate, and interact with others.

Self-awareness creates confidence.

Confidence creates better choices.

Better choices create better outcomes.

Facilitator Tips

○ Ask More Questions

Instead of giving answers immediately, ask:

- *What do you think?*
- *Why do you feel that way?*
- *What did you notice?*

How might that apply to your life?

○ Normalize Different Perspectives

Students learn differently.

Think differently.

Respond differently.

Different does not mean wrong.

Encourage respect for differing viewpoints.

○ Watch For Hidden Opportunities

Often the **quiet student** is processing deeply.

The **student making jokes** may be hiding insecurity.

The **student who appears disengaged** may need encouragement.

Pay attention to what students may not be saying.

○ Celebrate Progress

Growth is often small.

Celebrate effort.

Celebrate awareness.

Celebrate improvement.

Program Overview

Unit 0 – Facilitator Foundations

Helping students prepare for growth, self-reflection, and goal setting.

Lessons

- Dreams and Wondering
- Start Strong: Learn It, Live It, Come Back To It
- Big Dreams, Real Plans

Unit 1 – Building Your Foundation

Helping students understand mindset, choices, and personal responsibility.

Lessons

- Mindset Matters
- Cause and Effect
- Choices and Consequences

Unit 2 – Know Yourself

Helping students understand their strengths, purpose, behavior, and identity.

Lessons

- Your Purpose, Your Way
- Different Isn't Broken
- Measuring What Makes You Tick
- Discovering What Makes You Tick

Unit 3 – Relationships and Real Life

Helping students navigate relationships, attraction, family, and personal growth.

Lessons

- Attraction with Intention
- Life at Home
- Watch Less. Live More.

Unit 4 – Real-Life Responsibility

Helping students develop financial responsibility and life-management skills.

Lessons

- Earn, Save, Budget, Give
- The Success Equation

Unit 5 – Real-Life Challenges

Helping students manage emotions, relationships, personal influence, and real-world social situations.

Lessons

- When Emotions Take Over
- The Impact You Don't See

Continuing Growth

“Success Is a Decision” Audio Series

After completing the core Success-in-You lessons, students continue their growth journey through the Success Is a Decision Audio Series.

These powerful audio lessons reinforce:

- Personal responsibility
- Attitude
- Leadership
- Character
- Decision-making
- Goal achievement
- Relationships
- Long-term success

The series helps students move beyond simply understanding success and begin practicing success in everyday life.

Success Is a Decision Workbook

The companion workbook provides opportunities for students to:

- Reflect more deeply
- Apply lessons to everyday situations
- Strengthen accountability
- Build stronger decision-making habits
- Continue developing self-awareness
- Connect learning to future goals

Encourage students to revisit the workbook regularly as they continue growing.

Beyond the Lessons: Success Is a Decision

The completion of the classroom lessons is not the end of the Success-in-You journey. It is the beginning.

Throughout the course, students have explored:

- Mindset
- Choices
- Consequences
- Purpose
- Self-awareness
- Relationships
- Emotional intelligence
- Financial responsibility
- Personal influence

The Success Is a Decision Audio Series and Workbook were created to help students continue applying those lessons long after the course is complete.

The audio series encourages deeper thinking about:

- Personal responsibility
- Leadership
- Character
- Attitude
- Decision-making
- Goal achievement
- Relationships
- Long-term success

The companion workbook provides opportunities for students to:

- Reflect more deeply
- Apply lessons to everyday life
- Strengthen personal accountability
- Develop greater self-awareness
- Continue building their future intentionally

As a facilitator, encourage students to revisit these materials regularly.
Growth rarely happens from a single lesson.
Growth happens through repetition, reflection, and application over time.
The Success Is a Decision resources help students continue that process.

One of the most important messages students can leave with is this:
Success is not luck.
Success is not something reserved for a select few.
Success is built through thoughts, choices, habits, responsibility, and action.
Success is a decision.

Facilitator Commitment

As facilitators, we recognize that education is more than information.
It is influence.

Every lesson we teach, every conversation we lead, and every student we encourage has the potential to shape a future.

We commit to creating an environment where students feel:

- Safe to learn
- Safe to ask questions
- Safe to make mistakes
- Safe to grow

We commit to leading with:

- Patience
- Respect
- Encouragement
- Curiosity
- Integrity

We understand that our role is not to provide every answer.

Our role is to help students discover their own potential, strengthen their decision-making, and develop the confidence needed to navigate life successfully.

We will encourage growth over perfection.

Progress over performance.

Character over image.

And responsibility over excuses.

We recognize that every student carries a unique story, unique strengths, and unique challenges.

Because of that, we will strive to see students not only for who they are today, but for who they may become.

We understand that meaningful growth happens through repetition, reflection, and application.

Therefore, we commit to helping students:

- Think intentionally
- Live responsibly
- Treat others with respect
- Build healthy relationships
- Develop self-awareness
- Pursue purpose
- Make wise decisions
- Believe in their future

Most importantly, we commit to being the kind of adult who leaves students better than we found them.

Because the impact of one caring adult can last a lifetime.

Final Encouragement

You may never fully realize the impact you have on a student's life.

Sometimes growth happens immediately.

Sometimes it happens years later.

A student may forget a lesson.

They may forget an activity.

But they will remember how they felt.

They will remember being seen.

They will remember being encouraged.

They will remember someone believing in them.

Thank you for choosing to invest in the next generation.

Your influence matters.

Your leadership matters.

And the conversations you facilitate today may shape lives for years to come.

Warmest regards,

Don Crosby

Creator, The Success-in-You

*"Students may forget what we taught,
but they rarely forget how we made them feel.*

Every conversation matters.

Every lesson matters.

Every student matters."



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