



**NH NurturedHeart**

**Certification Training Intensive (CTI)  
Fargo, North Dakota  
Advanced Trainer Guide  
July 2026**



# NurturedHeart

Dear Advanced Trainer,

We are grateful you chose to come and invest your time this week to be part of the Nurtured Heart Approach® journey.

Our shared purpose this CTI week is to come alongside and transport new trainers into the heart of the Nurtured Heart Approach®. Together, we invite and empower them in the reNEWed way of living this approach brings to light. Your presence and connectedness make this a reality. Throughout the week, please pause to own that fully.

In light of these lofty and life-changing goals, your desire to explore leadership through the Nurtured Heart Approach® is inspiring and courageous. We celebrate the greatness of your caring dedication and your visionary desire to change our world for the better.

NHA Leadership is a passionate path. We see your great heart and spirit fueling this journey. We desire to facilitate making this a most empowering experience for you as well, providing a rejuvenated adeptness to lead and inspire those you influence through this approach.

We will dive as deeply as possible into the avenues of bringing this to fruition by inspiring Certified Trainers:

- To become adept at creating the concert of The 3 Stands and the intentions of the approach in being true to the nuances of the moment and how that moment is calling upon them to respond.
- To become adept at Inner Wealth® Breathing as a way of resetting and re-emerging to greatness.
- To become adept at Inner Wealth® Coaching as their way of heightening their growing impact as leaders.
- To become adept at seeing, hearing, and trusting their heart's voice.

Of equal importance is our wanting to make this an inspiring, uplifting, and deepening experience for you. Our intention is:

- To open up the Nurtured Heart Approach® ever further to you in terms of understanding, adeptness, and the spirit of the approach.
- To further your personal journey of blossoming as we concurrently serve everyone attending.
- To deepen your growing default to greatness and your growing ability to harvest divergent energies.
- And to continue the shared journey of the Approach itself in exploring how great GREAT can be.

To Your Greatness and Our Shared Transformative Commitment,

Sarah How and the North Dakota CTI 2026 Team

# **NH NurturedHeart**

## **Nurtured Heart Approach® Equity Journey**

The Nurtured Heart Institute (NHI) and I (Sarah How and the CTI Team) are committed to fostering a more just and equitable environment for learning. Together are committed to creating positive change within the world in which we live and recognize that intention alone will not change things.

By being here you agree to put aside any learned prejudices and preconceived opinions and raise your level of acceptance. This is a platform for empowered/transformational learning and growth. It is our unifying intention that each of you be clear in your commitment to this purpose.

Everyone in this training is your ally on the same mission. Unified, we take a stand against any unfair or unjust treatment of any member of our Nurtured Heart Approach® community. (No one person will be treated differently based on race, country of origin, religion, gender, sexual orientation, or intellectual/ physical ability).

In the event that something arises for you that challenges or contradicts this intention, reset to using The 3 Stands of the Nurtured Heart Approach to resolve the concern. Ask any CTI Team member for any support needed if this challenge should arise. It would be difficult to learn in any environment if safety and respect of others are concerns. We ask you to fully support this sense of safety. We ask that you celebrate your own greatness in support of serving others to celebrate and stand in their own greatness.

The Nurtured Heart Approach is essentially about cultivating Inner Wealth® and fostering empowerment in children. Cultivating and fostering the same in ourselves and one another will serve NHI's mission on this equity journey.

## Session 1 *Explore the energy, not the words*

### HANDOUTS: Energy Workshop Statements

#### Activity 1 (of 2): Feel the Energy

Purpose:

1. **Experience** how it feels when an adult statement to a child has an obvious message and non-obvious message.
  - a. In NHA this is called a first-hand experience of energetic incongruence – “upside down energy.”
2. **Consider** what the adult really meant to say to the child.
  - a. Or as Howie would say, “In their heart of hearts, what was the adult trying to communicate, even though it may have come out sideways?”

*Group members will take turns reading an Energy Statement to the group and then prompting group members to share their **experience** and **considerations**.*

| <b>Activity 1 – STEPS: Feel the Energy (25 MINUTES)</b> |  |
|---|--|
| <b>READ AN ENERGY WORKSHOP STATEMENT</b>                | <p>AT leader models the following (then, everyone takes a turn). Read an Energy Workshop Statement...</p> <ul style="list-style-type: none"> <li>● Notice the statement is energetically incongruent and to some degree even toxic.               <ul style="list-style-type: none"> <li>○ You may need to read the statement twice.</li> </ul> </li> <li>● Ask the group how this statement would feel or “land” for them if they were the recipient of the message.</li> </ul> |
| <b>ASK “HOW DID THIS LAND FOR YOU?”</b>                 | <p>Deepen the conversation...</p> <ul style="list-style-type: none"> <li>● Prompt the group by asking questions such as               <ul style="list-style-type: none"> <li>○ “What did you feel?”</li> <li>○ “How did that land for you?”</li> <li>○ “What did you really hear, beyond what was said?”</li> </ul> </li> <li>● Allow the group time to feel any discomfort and think of a few answers and discuss.</li> </ul>   |

|  |   |
|--|---|
| <p><b>ASK “WHAT WAS THE ADULT REALLY TRYING TO SAY?”</b></p> | <p>Look for the real, loving, intention....</p> <ul style="list-style-type: none"> <li>● Ask, “In their heart of hearts, what was the adult trying to communicate, even though it may have come out sideways?” <ul style="list-style-type: none"> <li>○ Sarah will share her experience of “seeing with your heart” during today’s general session.</li> </ul> </li> <li>● Prompt group members to see with their hearts as they brainstorm what the adult truly meant to say, in preparation for the next activity.</li> </ul> |
| <p><b>REPEAT THE SEQUENCE</b></p>                            | <p>Now, facilitate the CTs taking turns reading the Energy Workshop Statements and prompting the group discussion as above.</p> <p><b>a. You may not get to all the statements in the time allotted, that's okay.</b></p>   |

| <p align="center"><b>Activity 1 – ESSENTIALS: Feel the Energy</b></p>   |   |
|---|---|
| <p><b>PURPOSE</b></p> <p>Every CT has a foundational experience of energetic incongruence.</p>  | <p><b>ORDER</b></p> <p><b>AT Example – Popcorn Answers</b></p> <ul style="list-style-type: none"> <li>● Read statement</li> <li>● Ask: How did it land for you? <ul style="list-style-type: none"> <li>○ How is it energetically incongruent?</li> <li>○ How does it show up in them – tension, anger, resentment?</li> </ul> </li> <li>● Read SAME statement again</li> <li>● Ask: What was the adult really trying to say? <ul style="list-style-type: none"> <li>○ What is the adult’s intention?</li> </ul> </li> </ul> <p><b>CTs – Answer Individually</b></p> <ul style="list-style-type: none"> <li>● Same as above</li> </ul> |
| <p><b>ESSENCE</b></p> <p>Statements meant out of love can energetically communicate that the other person is lacking. In NHA, we’re working to align our intention, expression, and action/language (head and heart).</p> |   |

| <b>Activity 1 – FACILITATOR TIPS: Feel the Energy</b> |   |
|---|---|
| <b>RESET STORIES</b>                                  | Any time the group lapses into stories/content or otherwise goes off-course, capture the opportunity to practice loving, clear resets to being back on purpose. Saying something like, “I’m going to reset us to the directions of this activity,” can be a non-shaming way of getting the group back to purpose. Kind- heartedly yet firmly resetting adults is a crucial skill for Advanced Trainers and will help your group to get the most out of this activity. |
| <b>RESET YOURSELF</b>                                 | ATs can feel reluctant to reset new CTs, as CTs may initially perceive a reset as an affront or a negative judgment. CTs will learn more about the nature of the reset over the course of the week. Experiencing resets today helps them understand resets as doable and no big deal. As you experience yourself going ‘offline,’ transparently model resetting yourself.   |
| <b>NO RESCRIPTING</b>                                 | Appreciation techniques are not being taught during this activity. The goal for CTs is to hear the intention or emotion in the adult’s heart. This art/skill is key in being compassionate and seeing the truth of the moment when coaching and presenting NHA. “Long before Nurtured Heart there has always been a heart’s yearning for appreciation.”   |

## Energy Workshop Statements

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“Not bad, Billy. Now I want you to really make more of an effort.”

“Olivia, where’s your homework? I sent home the folder. What do I need to do to help you learn responsibility?”

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“Come on, Emily! You are going to be late for school. You are old enough to set your own alarm clock.”

“Pablo, I wish you’d just do your work. You have such potential if you’d only just use it.”

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“Jamie, you know how I like things done and I’m asking you to get it right.”

“Did you eat something? Remember, breakfast is the most important meal of the day.”

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“Your brother needs help, Carmen. Go help him! Can’t you see my arms are full?”

“Put the phone away, grab your stuff and get in the car. It may not matter to you if you’re late, but it does to me.”

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## Activity 2 (of 2): Energies of Acknowledgement

Purpose:

1. **Experience** how it feels to speak from the heart, also known as energetic congruence, when giving recognition, appreciation, or acknowledgement.
2. Don't worry about CTs using Appreciation Techniques for this exercise. The goal is for them to have a first-hand experience of energetic congruence and the sense that the heart already has a language of appreciation.
3. **Understand** that feeling this energy while speaking from the heart is necessary in order for Appreciations to be felt by those receiving them.

*AT's model and facilitates CTs sharing acknowledgement with each other with the goal for them to experience and understand sharing from their heart is necessary for Recognitions to be felt by those receiving them.*

| <b>Activity 2 – STEPS: Energies of Acknowledgement (25 MINUTES)</b> |  |
|---|--|
| <b>ACKNOWLEDGE SOMEONE IN THE SMALL GROUP</b>                       | <ol style="list-style-type: none"> <li>1. An AT Leader acknowledges a CT (CT 1) for something from Breakout time only. Keep it short and stay in the now. Howie often refers to this as pure appreciation with evidence.</li> <li>2. Remember, don't worry about CTs using Appreciation</li> <li>3. Techniques, they will practice techniques tomorrow.</li> <li>4. The CT (1) who received your acknowledgment then turns to another CT (2) and acknowledges them. Continue to go around until everyone has acknowledged someone and has been acknowledged by someone.</li> </ol> <ul style="list-style-type: none"> <li>● As the AT, you may want to keep a list of your CTs next to you and assign, one by one, who recognizes whom.               <ul style="list-style-type: none"> <li>○ You could go forward and back alphabetically by first name, then by last name to keep mixing up the order.</li> </ul> </li> </ul> |

|                                |  |
|--------------------------------|--|
| <p><b>MIX UP THE ORDER</b></p> | <ol style="list-style-type: none"> <li>1. If you have extra time, start again with an AT as the model (to a different CT) and do the appreciations in different order.</li> <li>2. Facilitate by appreciating CT’s deepening heart-centeredness as it seems right to you, including a preliminary demo of Inner Wealth Coaching (without sharing information about it, yet – just providing the experience).             <ol style="list-style-type: none"> <li>a. Add to the acknowledgments                 <ol style="list-style-type: none"> <li>i. “...what that reveals about you is...”.</li> <li>ii. If needed, coach CT growth or “notching up” this round by gently asking them to provide more evidence or deeper acknowledgment. Ask...                     <ol style="list-style-type: none"> <li>1. “How can you tell?”</li> <li>2. “What does that reveal about who they are?”</li> <li>3. “Can you breathe deeper into that acknowledgement?”</li> </ol> </li> <li>iii. Another option is to ask CTs to “<b>see with their heart</b>” during this round of acknowledgement.                     <ol style="list-style-type: none"> <li>1. This can be modeled by sharing an initial acknowledgement, pausing to breathe into your heart, and then sharing “what that reveals about you is...”</li> </ol> </li> </ol> </li> </ol> </li> </ol> |
|--------------------------------|--|

| <p align="center"><b>Activity 2 – ESSENTIALS: Energies of Acknowledgement</b></p>   |   |
|---|---|
| <p><b>PURPOSE</b><br/>Every CT experiences how it feels to speak from the heart and understands how it feels to be spoken to from the heart (the congruence of head and heart).</p> | <p><b>ORDER</b><br/><i>AT Example</i></p> <ul style="list-style-type: none"> <li>● Give a heartfelt appreciation to a CT from time in the breakout group.</li> </ul>  |
| <p><b>ESSENCE</b><br/>We’re laying the groundwork to give mindful and heartfelt Recognitions.</p>   | <p><b>CTs – In Turn</b></p> <ul style="list-style-type: none"> <li>● Take turns appreciating other CTs (in order) from the heart from the time in the breakout group.             <ul style="list-style-type: none"> <li>○ Call it out when you notice that their intention is congruent with their expression of appreciation (connecting to Part 1).</li> </ul> </li> </ul> |

**Activity 2 – FACILITATOR TIPS: Energies of Acknowledgement**

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|--------------------------|--|
| <p><b>NAMES</b></p>      | <p>Encourage CTs to say each other’s names when acknowledging one another.</p>   |
| <p><b>COACHING</b></p>   | <p>Coach using only appreciation (No advice or other techniques) as a way to acknowledge what is going well and what is not going wrong. Appreciation is an artful way to also shine light on what appears to be a next emerging step that is already beginning or is barely visible on his/her horizon. Challenge yourself to give great recognition for each person’s efforts and movements. It might help to think of it as noticing new and emerging realms of Inner Wealth and recognizing/appreciating them into existence.</p> <p>Challenge your own skills to gently coach with increasingly greater “primal nutrition” of appreciation, while holding awareness of the person’s working edge and full respect for his/her limits at this moment in time. At this juncture, coaching can be accomplished entirely through great appreciation.</p> <p>Challenge yourself to be energetically congruent in your coaching.</p> <p>Challenge yourself to ‘see with your heart’ and to go deeper into your appreciation than ever before. This is the working edge of the AT.</p> |
| <p><b>SAFE SPACE</b></p> | <p>Always keep in mind that this is about supporting safe space to take one single next step.</p> <p>Be prepared for emotions or resistance; recognize these as parts of the process of shifting paradigms.</p>  |
| <p><b>TIME</b></p>       | <p>Be cognizant of time; always use timers and alarms to be on schedule.</p>   |

## Session 1 Continued *Recognitions, the Language of NHA*

**HANDOUTS:** Group Youth Photo, NHA Recognition Techniques

### Recognition Voice-Overs

Purpose:

1. **Practice** the four recognitions, using the techniques both individually and combined.
2. **Stay** in the moment by seeing what is happening right now.
3. **Profound Noticing** that reaches beyond basic, surface recognitions by “seeing with your heart” and authentically and deeply expressing appreciation.

*AT's facilitate CTs practicing each of the Recognitions individually and combined, with **profound noticing** and **staying** in the moment.*

| <b>STEPS: Recognition Voice-Overs (40 MINUTES)</b> |  |
|--|--|
| <b>VIEW PHOTO</b>                                  | <ol style="list-style-type: none"> <li>1. AT verifies CTs have the NHA Recognition Techniques and the NHA Emotionally Nutritious Words handouts for reference during the activity.</li> <li>2. AT uses Group Youth Photo <b>on page AT-11</b></li> </ol> |



**PRACTICE THE  
RECOGNITIONS USING A  
PHOTO**

**RECOGNITIONS**

**NOTE: This part of the activity will take 13 minutes.**

1. Set your timer for 2 minutes.
2. Call out ONE Recognition. This is practice, like throwing and catching before a baseball game, so insisting on the mechanics of the skill is important. Gently reset recognitions that are not aligned to the one you called out. We're placing building blocks for the free flowing & heart- aligned recognitions they'll give for the rest of their lives.
  - **Go in this order:**
    - Active Recognition
    - Experiential Recognition
    - Proactive Recognition
    - Creative Recognition
3. CTs take turns, in no particular order, practicing current recognition technique by talking to the children in the photo as if they were in the room.
4. When the timer goes off, reset it for two minutes and call out the next recognition.

**TIPS**

- Be aware of CTs who may be hesitant to share, gently inviting them to participate.
  - Give appreciative recognition to successes! Appreciatively Coach resistance!
  - Reset individuals or group back to purpose if needed. It's natural for people to tell stories if they feel anxious learning this new skill. Be aware and gently reset to the present moment.
  - As needed, practice and model giving no energy or relationship to anything off purpose.
5. When you have completed practicing the four individual recognitions, set the timer for 5 minutes and ask the CTs to now combine or blend the Recognition Techniques.

End with a resounding appreciation to the group and hold space for ATs to recognize each other.

| <b>ESSENTIALS: Recognition Voice-Overs</b>  |   |
|---|---|
| <p><b>PURPOSE</b></p> <p>Every CT has ample practice giving verbal Recognitions (Day 2) from congruent energy (Day 1).</p>                                | <p><b>ORDER</b></p> <p><i>Photo</i></p> <ul style="list-style-type: none"> <li>● Active</li> <li>● Experiential</li> <li>● Proactive</li> <li>● Creative</li> <li>● Combined/blended</li> </ul> |
| <p><b>ESSENCE</b></p> <p>CTs become adept at giving each NHA Recognition.</p> <p><b>RULE</b></p> <p>Coach ONLY using appreciation. NOT by correction.</p> | <p><i>CTs</i></p> <ul style="list-style-type: none"> <li>● Give Recognitions to each other</li> </ul>   |

| <b>FACILITATOR TIPS: Recognition Voice-Overs</b> |  |
|--|--|
| <p><b>SAFE SPACE</b></p>                         | <p>Provide safety for the CTs by helping them remember this activity is about gaining comfort in using the recognitions; they are not expected to be perfect. However, we do want CTs to become adept at knowing each technique so they can eventually differentiate what each kind of recognition brings to the equation and so that they can eventually teach them as well.</p> <p>Be very encouraging and generous with your recognitions as they make their attempts, as this can be stressful for some CTs.</p> |
| <p><b>STAYING IN THE MOMENT</b></p>              | <p>Stay in the moment when providing your examples.</p> <p>Use all the time allowed to practice recognitions. Do not allow the group to get sidetracked in other conversations or stories.</p>   |

# NH NurturedHeart

## Nurtured Heart Approach® Recognition Techniques

### Active Recognition

An observation of the facts of what you see before you, providing a verbal snapshot of the moment. This recognition is given with no interpretation or opinion, just simply the specific facts of the molecules of success. Sends messages to the recipient of “I’m worth being noticed” and “I can do it because I am doing it”.

**Starter ideas:** “I see you (behavior).” “I notice that you (behavior).” “I hear you...” “I observed that you...” “Here’s what I am seeing (action or emotions).”

**Examples:**

- Johnny, I see you have your book out and open to the page given in the instructions.
- Sally, I notice that you just took off your shoes as soon as you walked in the door.
- Chad, I hear that you are using a quiet voice, even though there is lots of noise happening around you.
- Wow, Camilla, look at you! I could see, from across the room, that you just picked up the papers that fell on the floor, even though you seem to be a little upset and even though no one told you to help.

### Experiential Recognition

An observation of both the facts that you see and also what that says about the person’s greatness. Building on Active Recognitions, Experiential Recognitions add the value of who the child is proving they are, in that moment. This technique sends messages of worth and re-writes the child’s portfolio of who they are, based on first-hand experiences of character-focused success.

**Starter ideas:** **Part A** = Active Recognition **Part B** = Character Quality

|  |  |
|--|--|
| <p><b>A)</b> “I see you (<i>behavior</i>)... (<i>quality</i>).” “I notice...”, “I want to energize you for...”, “I appreciate that you...”, “I want to honor that you...”, are...” “I want to celebrate that you...” your...”<br/>“I need to accuse you of...”</p> | <p><b>B)</b>...and what that shows is that you are “and that is evidence that you are...”<br/>“which proves that you<br/>“and you are showing<br/><br/>(Only address positive actions or qualities.)</p> |
|--|--|

**Examples:**

- Sarah, I noticed that you just looked irritated by that word problem, and yet you kept on working on it to completion, which shows that you are perseverant and a diligent student.
- Josh, I see that you put both your lunch money form and your daily planner on the table for my signature. You are setting both of us up to be successful in getting out of the house tomorrow morning, when we don’t have to scramble to get those things done. Way to show your responsibility and organization!
- Claire, you just handled telling me something challenging that happened at school with honesty and maturity. I want to honor you for handling the situation with such integrity.

Sometimes, you may do Part B before Part A, such as:

- Mike, right there was evidence of how patient and kind you are. That elderly man was approaching the same checkout line as you, and you let him go first in line. What amazing respect you just showed him!

## Proactive Recognition

An honoring and celebration of the rules that have **not** been broken. Proactive recognition is a deliberate statement to identify the success in what isn't happening in a situation but could be. This type of recognition is filled with empowerment, as the child is fully given credit for the positive choices they made, even if they hadn't been deliberate in the decision. Rules are taught in this manner, through a very first-hand experience of success. Sends messages of power and control, for both the current moment and to be used in the future.

### Starter ideas:

"I see you not (*behavior*), even though you could be, and what that shows is that you are (*quality*)."  
 "You totally could have \_\_\_\_\_, and instead you \_\_\_\_\_."  
 "You seem to be feeling (*emotion*) and you are still not \_\_\_\_\_."  
 That shows how \_\_\_\_\_ you are."  
 "I'm impressed that you \_\_\_\_\_ instead of \_\_\_\_\_. That really takes \_\_\_\_\_ to make that kind of choice!"

### Examples:

- Catherine, I just noticed that Sam walked past and bumped into you and you didn't get angry or shove him, but instead just stepped away. What a powerful way to handle the way you get to decide your own choices. That takes a lot of self-control and you have it!
- Steve, I know that you don't particularly like my answer to the question you just asked, but I want to honor you for the maturity that you are showing in not rolling your eyes or being argumentative.
- Jane, look at the focus that you are using on this project right now. You aren't rushing or scribbling, but instead are taking your time and showing off your amazing artistry.
- Jordon & Emma, I can see that both of you are looking at the board and focusing on this word problem. You could be doodling or daydreaming, but instead you are showing your focus and intention to learn.

## Creative Recognition

A method of creating success that may not otherwise exist. This technique starts with a clear and doable request or an action in progress and then celebrates movement in the right direction, regardless of intention or quantity of movement. Creative recognitions "hijack" children into success, by lowering the rope and being very clear about where the rope is. Sends messages of clarity, ability, and forward motion into new successes.

### Starter ideas:

"I need you to..." "I want you to..." "Go ahead and..." "It's time to..."  
 "I see you getting ready to \_\_\_\_\_." "I see that you \_\_\_\_\_, and now I need you to \_\_\_\_\_." "I was going to ask you to \_\_\_\_\_, and you already did it! That shows how you are \_\_\_\_\_."

### Examples:

- Robert, I need you to come here. (*pause for action*) I want to honor you for looking up at me when you heard my words. I appreciate that you are moving in this direction and showing your respectfulness.
- Maya, it's time to finish the snack that you are eating so we can go. (*pause*) Look, you kept chewing which shows that you are doing exactly what I asked. I appreciate how you are a team player in getting us out the door.

## **Session 2** *The 3 Stands Simultaneously Resetting to The 3 Stands as Needed*

**HANDOUTS:** Inner Wealth Coaching (S.A.R.A.H.)

### **The 3 Stands of NHA**

Purpose:

1. **Experience** a first-hand experience of The 3 Stands working simultaneously both inside of ourselves and with others.
2. **Awareness** of how The 3 Stands can work in any situation by staying in the moment, even if thrown off balance by the other person or situation. Resetting as often as needed to how The 3 Stands can serve a challenging situation.
3. **Practice** communicating The 3 Stands in concert.
4. **Practice** NHA Inner Wealth® Coaching model called S.A.R.A.H.

*"We all get thrown off balance sometimes. After all, we were all motivated to attend this training by one or more children who haven't responded to prior attempts to help them to make good choices. Some behaviors can be extremely frustrating to witness and even triggering of reactivity. NHA is a responsive approach rather than a reactive one. You always have a choice."* – Howard Glasser

### Overview of The 3 Stands

#### **STAND 1 – Absolutely No! Resetting our self as needed to maintain a strong “Inner” Stand 1**

**I refuse to energize negativity. I will not reward negativity with my energy, connection, or relationship.**

I will observe the situation without giving energy, connection or relationship to any negativity that maybe present. “I refuse to give the gift of me to negativity.”

#### **STAND 2 – Absolutely Yes! Recognizing our self as needed to maintain a strong “Inner” Stand 2**

**I will relentlessly create and energize positivity and success. I will deliberately energize and nurture first-hand experiences of success. “I refuse not to.”**

I will be present in the truth of the greatness that exists in the moment and communicate that truth with aligned energy, intention, actions, and words.

#### **STAND 3 – Absolutely Clear! Honoring inner rules and boundaries as needed to maintain a strong “Inner” Stand 3**

**I will set and enforce clear limits and clear consequences in an un-energized way. I will always provide a true consequence.**

I will simultaneously reset myself using any impinging energy of negativity as an impetus to go further into greatness. I will create clarity in relation to boundaries crossed and broken rules by being clean/clear with my energy, intention, actions, and words to communicate where my relationship is and is not available. I will hold accountability when a line is crossed by issuing resets as needed.

*AT's facilitate CTs practicing using The 3 Stands simultaneously and using Inner Wealth Coaching with the goal of CTs experiencing and being aware of the use of the Stands even when thrown off balance. CTs will also practice, receive, and experience Inner Wealth Coaching.*

# NH NurturedHeart

S.A.R.A.H.

Inner Wealth™  
Coaching


# SARAH

NH NurturedHeart

S.A.R.A.H. Inner Wealth™ Coaching

- S** What I see, feel, hear, **SENSE** is \_\_\_\_\_
- A** What I **APPRECIATE** about that is \_\_\_\_\_
- R** What that **REVEALS** to me is \_\_\_\_\_
- A** I **AM** /you are \_\_\_\_\_
- H** Breathe this into your **HEART** \_\_\_\_\_

| <b>STEPS: The 3 Stands of NHA (60 MINUTES)</b>   |   |
|--|---|
| <p><b>ACTIVITY SETUP –</b><br/>Prior to the Breakout Session</p>   | <ol style="list-style-type: none"> <li>1. Prior to the breakout session, each CT will journal about a triggering event, meaning a situation that causes a reactive response in the CT. If needed, see Facilitator Tips below for journaling format.</li> <li>2. After journaling about a triggering event, the CT will think out how they will use EACH Stand (in concert) in this situation.</li> </ol>  |
| <p><b>Two CTs will take the following roles</b> (see below). The remaining group will watch the interaction.</p> | <p>The AT Leader verifies CTs have their journal activity and the S.A.R.A.H. (Page AT-17)</p> <p><b><i>Model the activity (role play as both sharer/coach or with another AT) before asking CTs to work together.</i></b></p> <ol style="list-style-type: none"> <li>1. CT shares their journaling (using the format below).</li> <li>2. You use Inner Wealth Coaching (using the SARAH format below).               <ol style="list-style-type: none"> <li>a. Weave The 3 Stands into the coaching                   <ol style="list-style-type: none"> <li>i. (e.g., For “S”, you could say something like, I see you using Stand 3 by...)</li> </ol> </li> </ol> </li> <li>3. When you have completed modeling, switch roles allowing the sharer (CT1) to become the coach and the next CT (CT2) to become the sharer.</li> <li>4. Continue in this manner until all CTs have both shared and used Inner Wealth coaching on someone.</li> <li>5. Allow only one pair of CTs to interact at a time.</li> </ol>      |
| <p><b>CT SHARES TRIGGERS</b></p>   | <p><b>CT1 shares their journaling, including:</b></p> <ul style="list-style-type: none"> <li>● Their brief context of the trigger</li> <li>● Their brief description of their triggered behavior</li> <li>● Their brief description of their reactivity</li> <li>● How they will use The 3 Stands (in concert) in this situation</li> </ul> <p><b>Goals for the Sharer</b></p> <ul style="list-style-type: none"> <li>● Context is brief. Reset back to the process if needed.</li> <li>● Ask the CT to be specific about how they will use EACH Stand.</li> </ul> <p><b>Example:</b></p> <ul style="list-style-type: none"> <li>● “I will use Stand 3 to reset myself before talking and Stand 1 by not yelling about my teen’s eye rolling. I will use Stand 2 to tell them I appreciate that they’re being cooperative and talking with me even though I can see they are mad and could have walked away. I will use Stand 3 by resetting their lying and then use Stand 2 when they reset themselves.”</li> </ul> |

|   |  |
|---|--|
| <p><b>CT COACHES USING S.A.R.A.H.</b></p> | <p>* See the “Journal Format” in <i>Facilitating Tips for the context of this example.</i></p> <p>CT2 uses Inner Wealth Coaching with the CT1 who is sharing using S.A.R.A.H.</p>  <p><b>Goals for the Coach</b></p> <ul style="list-style-type: none"> <li>• CT2 stays present in listening. Gently coach, if needed, for CT2 to trust their heart when using Inner Wealth Coaching.</li> <li>• During the “S” of S.A.R.A.H. include specific details (evidence) of how the CT1 used the Stands to address the situation.</li> <li>• Coaching best practice. You can model, when you use Inner Wealth Coaching, how to state your first acknowledgement and then slow down; take a full breath; then, reflect with a second statement that deepens the first statement of appreciation.</li> </ul>                                |
| <p><b>PROVIDING SAFE SPACE</b></p>        | <p>Model sitting in silence for the moments following the last portion of Inner Wealth Coaching, allowing the CTs to fully experience their truth about their response, resonance, and reactivity and to experience giving and receiving Inner Wealth Coaching. Trust that in those moments the heart will facilitate the landing.</p> <ul style="list-style-type: none"> <li>• As you sit in silence, the CTs watching will learn and experience how to allow others to be the ‘Heroes of Their Own Story’, as Sarah describes NHA learning.</li> <li>• This type of coaching can be a wonderful experience, showing people beautiful sides of themselves, and sometimes that can initiate an emotional response.             <ul style="list-style-type: none"> <li>○ Take the time to support people by recognizing how they’re feeling the feelings and also handling them in the moment.</li> </ul> </li> </ul> |

| <b>ESSENTIALS: The 3 Stands of NHA</b>   |   |
|--|---|
| <p><b>PURPOSE</b></p> <p>Every CT experiences using The 3 Stands simultaneously.</p>   | <p><b>ORDER</b></p> <p><b>AT Example:</b></p> <p><b>AT1</b></p> <ul style="list-style-type: none"> <li>● Trigger</li> <li>● Use of 3 Stands to handle it</li> </ul> <p><b>AT2</b></p> <ul style="list-style-type: none"> <li>● Inner Wealth (S.A.R.A.H.) Coach use of 3 Stands</li> </ul> <p><b>CTs – In Turn CT1</b></p> <ul style="list-style-type: none"> <li>● Trigger</li> <li>● Use of 3 Stands to handle it</li> </ul> <p><b>CT2</b></p> <ul style="list-style-type: none"> <li>● Inner Wealth (S.A.R.A.H.) Coach use of 3 Stands And, so on where everyone plays both roles.</li> </ul> |
| <p><b>ESSENCE</b></p> <p>We're aligning the energies (Day 1) and the Recognitions (Day 2) with The 3 Stands (Day 3) and experiencing them in action.</p> |   |
| <p><b>RULE</b></p> <p>Only appreciatively highlight the use of The 3 Stands.</p> <p>No giving tips to solve the problem.</p>                             |   |

| <b>FACILITATOR TIPS: The 3 Stands of NHA</b> |   |
|--|---|
| <b>JOURNAL<br/>FORMAT</b>                    | <p><b><u>Journal format:</u></b></p> <ul style="list-style-type: none"> <li>● <i>One</i> triggering behavior, also called <i>brief context</i>. The rule for this activity is NO story.</li> <li>● <i>Brief</i> description of the triggering behavior. Behavior can mean something done, something said, or even body language from the other person.</li> <li>● <i>Brief</i> description of their reactivity. This can be emotional, cognitive, and/or a physical reaction to the trigger.</li> </ul> <p><b><u>EXAMPLE:</u></b></p> <p><i>Context:</i> When talking to my teen about their curfew</p> <p><i>Triggering Behavior:</i> (their) lying, eye rolling and procrastination</p> <p><i>Reactivity:</i> (my) anger, tension, judgment, and feeling disrespected</p> |
| <b>RESET</b>                                 | <p>If speakers get off track or go into storytelling, reset them to being on purpose. Reset CTs who attempt to rescue or give advice.</p> <p>Becoming adept at the eventual ease of a non-energized reset is a core Advanced Trainer Leadership Skill. Challenge yourself to see it as continually under development for ensuing next levels of grace and dignity of use.</p>   |

## Day 3 *The 3 Stands in Concert Resetting to Notching Up The 3 Stands as Needed*


**HANDOUTS:** Inner Wealth Coaching (S.A.R.A.H.)

### The 3 Stands in Concert

Purpose:

1. **Experience** first-hand being totally present and allowing the truth of the moment to be your guide.
2. **Experience** first-hand Notching Up Vision and Claim of Greatness, from great to greater, using S.A.R.A.H., both when coached by someone else and when coaching yourself.
3. **Understand** going back through the process of The 3 Stands to address challenges and/or fears that may come up in order to clarify your Vision and Claim of Greatness.

AT facilitates CTs Notching Up their Vision and Claim of Greatness through the use of The 3 Stands and Inner Wealth Coaching. The goal is for CTs to **understand** and **experience** being present to the truth in the moment, trusting The 3 Stands, and trusting their heart.

| <b>STEPS: Notching Up The 3 Stands in Concert (55 MINUTES)</b> |  |
|--|--|
| <b>NOTCH UP RESETTING PROCESS</b>                              | <ol style="list-style-type: none"> <li>1. AT Leader verifies CTs have their journal activity from the General Session and the S.A.R.A.H. Inner Wealth Coaching handout.</li> <li>2. CT1 shares the following based on their participation in the General Session: <ul style="list-style-type: none"> <li>● Choose one of your Visions and share with the group</li> <li>● Share use of The 3 Stands in concert to support your Vision (be sure to share context, not the story)</li> <li>● Self-Inner Wealth Coaching</li> </ul> </li> </ol> |
| <b>S.A.R.A.H. COACHING</b>                                     | <ol style="list-style-type: none"> <li>1. CT2 uses Inner Wealth Coaching with the sharer/CT1. <div style="text-align: center; margin: 10px 0;">  </div> </li> <li>2. Go through the group, switching roles like yesterday, until everyone has had the chance to share their Vision and Claim of Greatness and to Self-Coach.</li> </ol>  |

|   |  |
|---|--|
| <p><b>ADVANCED TRAINER<br/>META COACHING</b></p>        | <ol style="list-style-type: none"> <li>1. Reset any stories back to the process.</li> <li>2. Encourage the use of The 3 Stands in order to support CTs in moving from goal setting to creating the stage for visions to become reality.</li> <li>3. Use Inner Wealth Coaching with CTs as soon as the process unfolds. (Be aware when you are “landing” your coaching).             <ol style="list-style-type: none"> <li>a. <b>Option:</b> If time allows, ask CTs to use Inner Wealth Coaching on each other.</li> </ol> </li> </ol>  |
| <p><b>GRADUATION PREVIEW<br/>– ENERGIZING CARDS</b></p> | <ol style="list-style-type: none"> <li>1. Preview Day 4’s graduation             <ol style="list-style-type: none"> <li>a. Sarah How will do a large group presentation</li> <li>b. Small groups will meet for final recognitions and send-off</li> </ol> </li> <li>2. Energizing Cards             <ol style="list-style-type: none"> <li>a. Let CTs know that there will be limited time during the small group portion                 <ol style="list-style-type: none"> <li>i. They’ll have an opportunity to recognize you (the AT) through the Energizing Form in their packet.</li> <li>ii. Encourage them to use the Form and to challenge themselves to be efficient and potent in their recognition.</li> </ol> </li> </ol> </li> </ol> |

**ESSENTIALS: Notching Up The 3 Stands in Concert**

|  |  |
|--|--|
| <p><b>PURPOSE</b></p> <p>Every CT experiences notching up the use of The 3 Stands.</p>   | <p><b>ORDER</b></p> <p><b>AT Example (if necessary) CT1</b></p> <ul style="list-style-type: none"> <li>● Share Vision</li> <li>● State Context</li> <li>● Apply The 3 Stands</li> <li>● Inner Wealth (S.A.R.A.H.) Self-Coach</li> </ul> <p><b>CT2</b></p> <ul style="list-style-type: none"> <li>● Inner Wealth Coach CT1, highlight use of 3 Stands<br/>And soon, where everyone plays both roles.</li> </ul> |
| <p><b>ESSENCE</b></p> <p>We're aligning the energies (Day 1) and the Recognitions (Day 2) with The 3 Stands (Day 3) and experiencing them in action.</p>                       |  |
| <p><b>RULES</b></p> <ul style="list-style-type: none"> <li>● Only appreciatively highlight the use of The 3 Stands.</li> <li>● No giving tips to solve the problem.</li> </ul> |  |

**FACILITATOR TIPS: The 3 Stands in Concert**

|                                  |   |
|----------------------------------|---|
| <p><b>STAY IN THE MOMENT</b></p> | <ul style="list-style-type: none"> <li>● No preparing what to say</li> <li>● No reading from notes</li> <li>● No rehearsing</li> <li>● Be fully present in your listening. Trust that “holding space” lets the heart speak when it's time.</li> </ul> |
| <p><b>RESET</b></p>              | <p>RESET to the present moment is the NHA tool to help this process.</p>  |

## **DAY 4** *Answering the Burning Questions, in small and large group Graduation*

Your Burning Questions from the start of the week Graduation  
(Certificates will be distributed to everyone who has met the certification requirements.)

### **Burning Questions & (2) Small Group Graduation\***

There are two Burning Questions activities during the morning. The first activity will be done in small groups (see below). The second will be done in the large group.

\*The graduation ceremony will happen in the large group. You will end the week's training in your small group.

### **Burning Questions - Small Group**

Purpose:

1. **Demonstrate** comprehension of the Approach in various settings
2. **CTs Self-Realization** that they now have a growing command of the approach, and they can use The 3 Stands to address most any situation they encounter.
3. **Stay** in the moment and heart while self-coaching.

| <b>Activity 1 – STEPS: Burning Questions (30 MINUTES)</b> |   |
|---|---|
| <b>ANSWER BURNING QUESTIONS AND SELF-COACH</b>            | <ol style="list-style-type: none"> <li>1. As an example, the AT Leader reads a burning question they wrote down at the beginning of the week.               <ol style="list-style-type: none"> <li>a. AT models answering their burning question using The3 Stands and the Intentions.</li> </ol> </li> <li>2. CTs in turn (CT1) each read one of their burning questions out loud and then answer their question by themselves using The 3 Stands.               <ol style="list-style-type: none"> <li>a. Group members may provide <i>only</i> appreciative support as a way of supporting CT in answering a question AND <i>only</i> when needed.</li> </ol> </li> <li>3. CT1 Self-Coaches when they are done answering their burning question.</li> <li>4. CT2 Inner Wealth coaches (S.A.R.A.H.) CT1.</li> <li>5. Continue until all CTs have had a chance to experience the process and answer their burning question.</li> </ol> |
| <b>EPIPHANIES</b>   | <ol style="list-style-type: none"> <li>1. If all questions have been answered and time remains, allow CTs to share epiphanies with the goal of them discovering they have the answers to the questions about how NHA will work.</li> </ol>  |

| <b>Activity 1 – ESSENTIALS: Burning Questions</b>  |   |
|--|---|
| <p><b>PURPOSE</b><br/>Every CT feels empowered to use the NHA process for all of life's questions.</p>   | <p><b>ORDER</b></p> <p><b>AT Example:</b></p> <ul style="list-style-type: none"> <li>● Read/Share a personal burning question</li> <li>● Apply 3 Stands &amp; Intentions to solve it</li> <li>● Self-Coach</li> <li>● Optional for Modeling – Have AT2 Inner Wealth Coach You</li> </ul> <p><b>CTs – In Turn CT1</b></p> <ul style="list-style-type: none"> <li>● Read/Share a personal burning question</li> <li>● Apply 3 Stands &amp; Intentions</li> <li>● Inner Wealth (S.A.R.A.H.), Self-Coach</li> </ul> <p><b>CT2</b></p> <ul style="list-style-type: none"> <li>● Inner Wealth (S.A.R.A.H.)</li> </ul> <p>Coach CT1 And so on...</p> |
| <p><b>ESSENCE</b></p> <ul style="list-style-type: none"> <li>● Aligning the energies and the Recognitions with The 3 Stands and experiencing them in action with Inner Wealth Coaching &amp; Self-Coaching</li> <li>● Experience feeling confident/competent using NHA impactfully in all relationships/areas of life</li> </ul> |   |
| <p><b>RULE</b></p> <ul style="list-style-type: none"> <li>● Create an atmosphere fo energetic congruence by primarily listening.</li> <li>● Only if someone stalls in their answer – support them with Inner Wealth Coaching of their use of The 3 Stands.</li> </ul>  |   |

| <b>Activity 1 – FACILITATOR TIPS: Burning Questions</b> |   |
|---|---|
| <p><b>THEY ARE THE HERO</b></p>                         | <p>Avoid being the expert when processing answers. Encourage CTs to come to the answers on their own. If answers are not of an advanced nature, facilitate a conversation around drilling down into another, deeper level of understanding.</p> |
| <p><b>RESET</b></p>                                     | <p>Keep the group on track and reset those who go off-purpose, including yourself!</p>  |

## Small Group Graduation Burning Questions - Small Group

Purpose:

1. **Send** off graduates into the world as Trainers – imparting a sense of it being a great honor for them to have demonstrated the mastery needed in attaining this certification.
2. **Share** recognitions about each participant, empowering them in their commitment.
3. **Acknowledge** ever deeper, from the heart.

| <b>Activity 2 - STEPS: Graduation</b> |   |
|---------------------------------------|---|
| <b>LARGE GROUP GRADUATION</b>         | <ol style="list-style-type: none"> <li>1. Model attentiveness to CTI Team as they leads the large group graduation.</li> <li>2. Celebrate and clap (physically &amp; virtually!) for CTI Team and graduates (including yourself!!!)</li> </ol>  |
| <b>SMALL GROUP GRADUATION</b>         | <ol style="list-style-type: none"> <li>1. Acknowledge each CT with a Recognition of them and their achievement. <u>CTs are not energizing at this time.</u></li> <li>2. CTs recognize their AT.               <ol style="list-style-type: none"> <li>a. Remind CTs to be potent and of your commitment to ending on time.</li> <li>b. CTs read from their small group energizing Cards (which they have already filled out at an earlier time in the training) or speak potently from their hearts.</li> </ol> </li> </ol> <ul style="list-style-type: none"> <li>● Saying goodbye at the end of CTI can be challenging/sad/lingering even when we have the opportunity to high five, hug and wave goodbye.               <ul style="list-style-type: none"> <li>○ Acknowledge the truth of the situation and recognize how the group is handling it.</li> </ul> </li> <li>● Think about how you might end your group in a meaningful way...</li> </ul> |

| <b>Activity 2 – ESSENTIALS: Graduation (S.A.R.A.H.-mony)</b>   |   |
|--|---|
| <p><b>PURPOSE</b><br/>Everyone leaves feeling seen for who they really are and connected to their Inner Wealth</p> <p><b>ESSENCE</b><br/>Efficiently celebrate the beauty of connections built upon seeing Inner Wealth in ourselves and each other.</p> | <p><b>ORDER</b></p> <p><b>AT</b></p> <ul style="list-style-type: none"> <li>● Recognize each CT (S.A.R.A.H.-nade)</li> </ul> <p><b>CTs</b></p> <ul style="list-style-type: none"> <li>● Recognize AT</li> </ul> |



## We Recognize You!

I, Sarah How wish recognize you for your commitment to leadership during our second in-person CTI here in Fargo, North Dakota since the pandemic in 2020.

Your role has been instrumental in imparting mastery of the Nurtured Heart Approach® in a deeply experiential way to our new Certified Trainers.

This process required you to dig deep both in NHA and into keeping it alive over a virtual platform; to go further into your greatness, leadership, and dedication to this work through many extra hours of commitment in an already compact week. This shows your passion for teaching and for bringing new trainers along, and your dedication to your group having the best possible experience.

You added so much depth and breadth to this training experience, and we so appreciate that you poured your heart into the many endeavors that comprised this great experience.

**Thank You!**

**Sarah How and the Fargo, North Dakota 2026 CTI Team**



**\*Special Appreciation to our partnership with Nurtured Heart Institute and the generosity of Peace Academy and Dakota Medical Foundation**



**NH NurturedHeart**



**S A R A H   H O W**

**Certification Training Intensive (CTI)**

**Certified Trainer Guide**

**Fargo, North Dakota**

**July 2026**



# NH NurturedHeart

Dear Certified Trainer,

We are grateful you chose to come and invest your time this week to be part of the Nurtured Heart Approach® journey.

Our shared purpose this CTI week is to come alongside and transport new trainers into the heart of the Nurtured Heart Approach®. Together, we invite and empower them in the reNEWed way of living this approach brings to light. Your presence and connectedness make this a reality. Throughout the week, please pause to own that fully.

In light of these lofty and life-changing goals, your desire to explore leadership through the Nurtured Heart Approach® is inspiring and courageous. We celebrate the greatness of your caring dedication and your visionary desire to change our world for the better. We see your great heart and spirit fueling this journey. We desire to facilitate making this a most empowering experience for you as well, providing a rejuvenated adeptness to lead and inspire those you influence through this approach. We will dive as deeply as possible into the avenues of bringing this to fruition by inspiring You:

- To become adept at creating the concert of The 3 Stands and the intentions of the approach in being true to the nuances of the moment and how that moment is calling upon them to respond.
- To become adept at Inner Wealth® Breathing as a way of resetting and re-emerging to greatness.
- To become adept at Inner Wealth® Coaching as their way of heightening their growing impact as leaders.
- To become adept at seeing, hearing, and trusting their heart's voice.

Of equal importance is our wanting to make this an inspiring, uplifting, and deepening experience for you. Our intention is:

- To open up the Nurtured Heart Approach® ever further to you in terms of understanding, adeptness, and the spirit of the approach.
- To further your personal journey of blossoming as we concurrently serve everyone attending.
- To deepen your growing default to greatness and your growing ability to harvest divergent energies.
- And to continue the shared journey of the Approach itself in exploring how great GREAT can be.

To Your Greatness and Our Shared Transformative Commitment,

Sarah How and the North Dakota CTI 2026 Team

# **NH NurturedHeart**

## **Nurtured Heart Approach® Equity Journey**

The Nurtured Heart Institute (NHI) and I (Sarah How and the CTI Team) are committed to fostering a more just and equitable environment for learning. Together are committed to creating positive change within the world in which we live and recognize that intention alone will not change things.

By being here you agree to put aside any learned prejudices and preconceived opinions and raise your level of acceptance. This is a platform for empowered/transformational learning and growth. It is our unifying intention that each of you be clear in your commitment to this purpose.

Everyone in this training is your ally on the same mission. Unified, we take a stand against any unfair or unjust treatment of any member of our Nurtured Heart Approach® community. (No one person will be treated differently based on race, country of origin, religion, gender, sexual orientation, or intellectual/ physical ability).

In the event that something arises for you that challenges or contradicts this intention, reset to using The 3 Stands of the Nurtured Heart Approach to resolve the concern. Ask any CTI Team member for any support needed if this challenge should arise. It would be difficult to learn in any environment if safety and respect of others are concerns. We ask you to fully support this sense of safety. We ask that you celebrate your own greatness in support of serving others to celebrate and stand in their own greatness.

The Nurtured Heart Approach is essentially about cultivating Inner Wealth® and fostering empowerment in children. Cultivating and fostering the same in ourselves and one another will serve NHI's mission on this equity journey.

## **Nurtured Heart Approach® Inner Wealth® Breathing**

**by Howard Glasser**

Inner Wealth® Breathing is a method of accessing and nurturing one's heart in a purposeful way.

Use it often.

It can be used while being contemplative or active in the throes of life. It can be done with eyes open or eyes closed, sitting up or lying down.

The Basic Methodology:

1. **Inspire:** Inspire by breathing in directly into your heart with a quality or thought of greatness in mind.
2. **Conspire:** Conspire to allow your heart to deeply feel this quality of greatness and conspire in readiness to breathe these qualities out into every cell of your body and Being. Use these moments of connecting to your heart to deepen your sense of that quality of greatness and to deepen your commitment and determination to multiply its impact.
3. **Expire:** Expire the energy of your heart through every system, organ, tissue, fiber and function of your body, mind and spirit. Allow the qualities of greatness that you have inspired and conspired to deepen in your heart to fill your entire Being. Now breathe them out into the world as well.
4. **Reset:** Reset as often as is needed. If you find yourself off track by way of any distracting emotion, worries, miseries or doubts (WMDs), allow yourself to feel the gift of that energy surge while choosing to not give the thought or emotion any relationship. Rather use the energy of the thought or emotion to get ever more determined in breathing to next levels of greatness of any particular quality that arises or feels relevant to deepen. Use the energy of these WMDs as jet fuel for growing your greatness, as well as your further commitment to energizing your true self.
5. **Repeat:** Continue to stay conscious of your breath and continue this process for however long you feel comfortable. Every day.

## Energy Workshop Statements

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“Not bad, Billy. Now I want you to really make more of an effort.”

“Olivia, where’s your homework? I sent home the folder. What do I need to do to help you learn responsibility?”

---

“Come on, Emily! You are going to be late for school. You are old enough to set your own alarm clock.”

“Pablo, I wish you’d just do your work. You have such potential if you’d only just use it.”

---

“Jamie, you know how I like things done and I’m asking you to get it right.”

“Did you eat something? Remember, breakfast is the most important meal of the day.”

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“Your brother needs help, Carmen. Go help him! Can’t you see my arms are full?”

“Put the phone away, grab your stuff and get in the car. It may not matter to you if you’re late, but it does to me.”

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## Emotionally Nutritious Words

### Describe what is *right* about the person in front of you.

In the Nurtured Heart Approach®, created by Howard Glasser, this type of recognition is called Experiential Recognition (what you see + the value).

Ask yourself “What is so great about what I am seeing?” or “What do I appreciate about this moment in front of me?” Remember to stay in the NOW and relentlessly refuse to admire in silence. Here is an example of how you may use these words to recognize and reflect what is right. “I see, notice, etc. that you are (fill in emotionally nutritious word) because...” (describe specifically what evidence you have of this by their actions).

|                                 |                                   |                                 |
|---------------------------------|-----------------------------------|---------------------------------|
| A joy                           | Connected to others               | Good-hearted                    |
| A good friend                   | Creating a peaceful place         | Gracious                        |
| A great example                 | Contributing to a quiet classroom | Harnessing your energy for good |
| A hard worker                   | Considerate                       | Handling strong emotions        |
| A helper                        | Capable of solving problems       | Having unique ideas             |
| A great listener                | Dedicated                         | Having an open mind             |
| A warrior of good               | Deep thinker                      | Having a servant’s heart        |
| A spirit warrior                | Determined                        | Helpful                         |
| A problem solver                | Discerning                        | Honorable                       |
| Able to think ahead             | Dignified                         | Honest                          |
| Artistic                        | Demonstrating integrity           | Hopeful                         |
| Attuned to others               | Delightful in spirit              | Humorous                        |
| Aware                           | Detail-oriented                   | Humble                          |
| Authentic                       | Exceeding expectations            | Independent                     |
| Acting creatively               | Efficient                         | Inspiring                       |
| Acting responsible              | Easy to like                      | Inquisitive                     |
| Admirable                       | Empathetic                        | Intuitive                       |
| Appreciative                    | Eager to learn                    | Intelligent                     |
| Attentive                       | Energetic                         | Inquisitive                     |
| Attentive to detail             | Encouraging                       | Joyful                          |
| Being wise                      | Fearless in learning              | Kind                            |
| Brave                           | Fair                              | Kindhearted                     |
| Bringing out the best in others | Faithful                          | Loving                          |
| Being inspirational             | Focused                           | Looking out for others          |
| Brilliantly thinking            | Forgiving                         | Likable                         |
| Being powerful                  | Full of generosity                | Lighthearted                    |
| Compassionate                   | Full of joy                       | Logical                         |
| Centered                        | Full of (add own word)            | Managing your time well         |
| Cooperative                     | Flexible                          | Making great choices            |
| Creative                        | Generous                          | Making an insightful inference  |
| Courageous                      | Gentle                            | Making a solid educated guess   |
| Constructive                    | Giving of your time               | Motivated                       |
| Clear                           | Giving                            | Mindful                         |
| Committed                       | Grateful                          | Merciful                        |
| Courteous                       | Genuine                           | Neat                            |
| Content                         |                                   | Organized                       |

|                                 |                                  |                        |
|---------------------------------|----------------------------------|------------------------|
| Open-minded                     | Refined                          | Thrifty                |
| Overflowing with thoughtfulness | Receptive to new ideas           | Tactful                |
| Overflowing with patience       | Relentless in finding the answer | Thoughtful             |
| Observant                       | Relentless                       | Tenacious              |
| Polite                          | Seeing the big picture           | Understanding          |
| Patient                         | Sincere                          | Using a pleasant voice |
| Positive                        | Sensitive to others' needs       | Using your great mind  |
| Peaceful                        | Self-controlled                  | Uplifting              |
| Powerful                        | Sunshine to others               | Unifying               |
| Powerfully spirited             | Showing integrity                | Vibrant                |
| Productive                      | Seeking justice                  | Visionary              |
| Purposeful                      | Showing wisdom                   | Vigilant               |
| Passionate                      | Steadfast                        | Warm                   |
| Pleasant                        | Soulful                          | Wise                   |
| Persistent                      | Strong on the inside             | Well-mannered          |
| Quiet                           | Sensing what is right            | Welcoming of all       |
| Questioning                     | Spiritually wise                 | Weighing your choices  |
| Reasonable                      | Trustworthy                      | Youthful               |
| Relationally focused            | Teachable                        | Zestful                |
| Respectful                      | Tenderhearted                    |                        |
| Respecting of self              | Thankful                         |                        |

Challenge: Take these words and start your own day with the ABC's. "I am the greatness of..." or "I have the spirit of ...." Start with an A word and continue. Remember to describe specifically how you demonstrate these qualities in your life.

# NH NurturedHeart

S.A.R.A.H.  
Inner Wealth™  
Coaching

# SARAH

NH NurturedHeart

S.A.R.A.H. Inner Wealth™ Coaching

- S** What I see, feel, hear, **SENSE** is \_\_\_\_\_
- A** What I **APPRECIATE** about that is \_\_\_\_\_
- R** What that **REVEALS** to me is \_\_\_\_\_
- A** I **AM** /you are \_\_\_\_\_
- H** Breathe this into your **HEART** \_\_\_\_\_

# NH NurturedHeart

## Nurtured Heart Approach® Recognition Techniques

### Active Recognition

An observation of the facts of what you see before you, providing a verbal snapshot of the moment. This recognition is given with no interpretation or opinion, just simply the specific facts of the molecules of success. Sends messages to the recipient of “I’m worth being noticed” and “I can do it because I am doing it”.

**Starter ideas:** “I see you (behavior).” “I notice that you (behavior).” “I hear you...” “I observed that you...”  
 “Here’s what I am seeing (action or emotions).”

**Examples:**

- Johnny, I see you have your book out and open to the page given in the instructions.
- Sally, I notice that you just took off your shoes as soon as you walked in the door.
- Chad, I hear that you are using a quiet voice, even though there is lots of noise happening around you.
- Wow, Camilla, look at you! I could see, from across the room, that you just picked up the papers that fell on the floor, even though you seem to be a little upset and even though no one told you to help.

### Experiential Recognition

An observation of both the facts that you see and also what that says about the person’s greatness. Building on Active Recognitions, Experiential Recognitions add the value of who the child is proving they are, in that moment. This technique sends messages of worth and re-writes the child’s portfolio of who they are, based on first-hand experiences of character-focused success.

**Starter ideas:** Part A = Active Recognition Part B = Character Quality

- |  |   |
|--|---|
| <p><b>A)</b> “I see you (<i>behavior</i>)... notice...”, “I want to energize you for...”, “I appreciate that you...”, “I want to honor that you...”, “I want to celebrate that you...”, “I need to accuse you of...”</p> | <p><b>B)</b>...and what that shows is that you are (<i>quality</i>).”“I “and that is evidence that you are...” “which proves that you are...”“I “and you are showing your...” (Only address positive actions or qualities.)</p> |
|--|---|

**Examples:**

- Sarah, I noticed that you just looked irritated by that word problem, and yet you kept on working on it to completion, which shows that you are perseverance and a diligent student.
- Josh, I see that you put both your lunch money form and your daily planner on the table for my signature. You are setting both of us up to be successful in getting out of the house tomorrow morning, when we don’t have to scramble to get those things done. Way to show your responsibility and organization!
- Claire, you just handled telling me something challenging that happened at school with honesty and maturity. I want to honor you for handling the situation with such integrity.

Sometimes, you may do Part B before Part A, such as:

- Mike, right there was evidence of how patient and kind you are. That elderly man was approaching the checkout line as you, and you let him go first in line. What amazing respect you just showed him!

## Proactive Recognition

An honoring and celebration of the rules that have **not** been broken. Proactive recognition is a deliberate statement to identify the success in what isn't happening in a situation but could be. This type of recognition is filled with empowerment, as the child is fully given credit for the positive choices they made, even if they hadn't been deliberate in the decision. Rules are taught in this manner, through a very first-hand experience of success. Sends messages of power and control, for both the current moment and to be used in the future.

### Starter ideas:

"I see you not (*behavior*), even though you could be, and what that shows is that you are (*quality*)."

"You totally could have \_\_\_\_\_, and instead you \_\_\_\_\_."

"You seem to be feeling (*emotion*) and you are still not \_\_\_\_\_. That shows how \_\_\_\_\_ you are."

"I'm impressed that you \_\_\_\_\_ instead of \_\_\_\_\_. That really takes \_\_\_\_\_ to make that kind of choice!"

### Examples:

- Catherine, I just noticed that Sam walked past and bumped into you and you didn't get angry or shove him, but instead just stepped away. What a powerful way to handle the way you get to decide your own choices. That takes a lot of self-control, and you have it!
- Steve, I know that you don't particularly like my answer to the question you just asked, but I want to honor you for the maturity that you are showing in not rolling your eyes or being argumentative.
- Jane, look at the focus that you are using on this project right now. You aren't rushing or scribbling but instead are taking your time and showing off your amazing artistry.
- Jordon & Emma, I can see that both of you are looking at the board and focusing on this word problem. You could be doodling or daydreaming, but instead you are showing your focus and intention to learn.

## Creative Recognition

A method of creating success that may not otherwise exist. This technique starts with a clear and doable request or an action in progress and then celebrates movement in the right direction, regardless of intention or quantity of movement. Creative recognitions "hijack" children into success, by lowering the rope and being very clear about where the rope is. Sends messages of clarity, ability, and forward motion into new successes.

### Starter ideas:

"I need you to..." "I want you to..." "Go ahead and..." "It's time to..."

"I see you getting ready to \_\_\_\_\_." "I see that you \_\_\_\_\_, and now I need you to \_\_\_\_\_."

"I was going to ask you to \_\_\_\_\_, and you already did it! That shows how you are \_\_\_\_\_."

### Examples:

- Robert, I need you to come here. (*pause for action*) I want to honor you for looking up at me when you heard my words. I appreciate that you are moving in this direction and showing your respectfulness.
- Maya, it's time to finish the snack that you are eating so we can go. (*pause*) Look, you kept chewing which shows that you are doing exactly what I asked. I appreciate how you are a team player in getting us out the door.

# NH NurturedHeart

## A Snapshot of the Nurtured Heart Approach®

The Nurtured Heart Approach® (NHA) is more than just a parenting or educator behavior management strategy. **It is a philosophy for creating healthy relationships with the people in your life.** Originally created by Howard Glasser in 1992, NHA is being successfully implemented through families, classrooms, foster care, health care professionals, social workers and criminal justice organizations that are seeking successful, early intervention techniques.

The Nurtured Heart Approach consists of a set of strategies that assists children in further developing their self-regulation and has been found effective with children of all ages. It focuses on transforming the way children perceive themselves, their caregivers and the world around them. Children learn to understand that they will receive endless amounts of praise, energy, recognition and reward through the positive behavior they display and this supports children to build a positive portfolio of themselves, which we call “Inner Wealth®.”

**Intensity** is key to Nurtured Heart Approach thinking. Unfortunately, the word intensity has negative associations in our society and teachers, parents and childcare workers can view it as the enemy. In Nurtured Heart Approach thinking we believe intensity is a powerful quality that, if developed correctly, can propel children onto amazing achievements. When a child learns to feel great about their intensity, the incidents of challenging behavior dissolve.

The Nurtured Heart Approach embraces The 3 Stands, that when committed to, become a powerful means of transforming children:

### **Stand 1: ABSOLUTELY NO!**

I refuse to give my time, energy and relationship to negative behavior. I will not accidentally foster failure nor will I reward problems by responding to them in animated ways. I will save my time and energy for searching for success.

### **Stand 2: ABSOLUTELY YES!**

I will relentlessly and strategically pull the child into new patterns of success. I will constantly recognize the success and achievement that children are displaying no matter how small and present them with clear undeniable evidence of their value and how great they are.

### **Stand 3: ABSOLUTELY CLEAR!**

I will have clear and consistent consequences for children when a rule has been broken. “Here are the rules, and here’s what happens when you break a rule.”

### **How do I get more information?**

For information on books, audio material, online courses and live trainings, please visit:

[www.nurturedheartinstitute.com](http://www.nurturedheartinstitute.com)

# NH NurturedHeart

## NHA Core Methodology “The 3 Stands of the Nurtured Heart Approach®”

|                       |   |  |  |
|-----------------------|---|--|--|
| <p><b>Stand 1</b></p> | <p><b>Absolutely No!</b><br/>I refuse to energize negativity</p>  | <ul style="list-style-type: none"> <li>• I will not reward negativity with my energy, connection, or relationship.</li> <li>• Positives cannot register until the child experiences that they are no longer getting connected through negativity.</li> </ul>   | <p>Stories that illustrate Stand 1:</p> <ul style="list-style-type: none"> <li>• Toys-R-Us</li> <li>• Video Game Theory</li> <li>• Librarian</li> </ul>  |
| <p><b>Stand 2</b></p> | <p><b>Absolutely Yes!</b><br/>I will super-energize experiences of success.</p>                           | <ul style="list-style-type: none"> <li>• I will relentlessly create and energize positivity and success through my recognitions and relationship.</li> <li>• I will energize and nurture first-hand experiences of success.</li> <li>• I will not just “catch kids being good” but will see the miracles in the molecules of success.</li> </ul> | <p>Stories that illustrate Stand 2:</p> <ul style="list-style-type: none"> <li>• Video Game Theory</li> <li>• Baby Steps</li> <li>• The Toll-Taker</li> <li>• Miracles to molecules</li> </ul> |
| <p><b>Stand 3</b></p> | <p><b>Absolutely Clear!</b><br/>I will set clear limits and provide clear, un-energized consequences.</p> | <ul style="list-style-type: none"> <li>• I will have intentional clarity in my rules and expectations.</li> <li>• I will always provide a true consequence, without looking the other way.</li> <li>• When a rule is broken, I will allow the child to reset and be welcomed back with forgiveness.</li> </ul>                                   | <p>Stories that illustrate Stand 3:</p> <ul style="list-style-type: none"> <li>• Video Game Theory</li> <li>• Basketball Game Story</li> <li>• \$2 Dollar Ticket</li> </ul>                    |



## We Recognize You!

Sarah How wish recognize you for your commitment to leadership during our second in-person CTI here in Fargo, North Dakota since the pandemic in 2020.

Your role has been instrumental in imparting mastery of the Nurtured Heart Approach® in a deeply experiential way.

This process required you to dig deep both in NHA and into keeping it alive; to go further into your greatness, leadership, and dedication to this work through commitment in an already compact week. This shows your passion for bringing yourself trainers along, and your dedication to your small group having the best possible experience.

You added so much depth and breadth to this training experience, and we so appreciate that you poured your heart into the many endeavors that comprised this great experience.

**Thank You!**

**Sarah How and the Fargo, ND 2026 CTI Team**



**\*Special Appreciation to our partnership with Nurtured Heart Institute and the generosity of Peace Academy and Dakota Medical Foundation**







**FARGO, ND CTI JULY 2026**

**AT'S START/END- 7:45 AM - 6:30 PM**  
**CT'S START/END – 9:00 AM – 6:30 PM\***

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**Session 0 - Sunday**

5:00 PM - 6:30 - **AT'S Only**

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**Session 1-3 - Monday – Wednesday (Monday Registration From 8:15AM - 8:45 AM)**

7:45 AM - 8:45 AM - **AT Meeting**  
8:45 AM - 9:00 AM - Break  
9:00 AM - 10:30 AM - General Session  
10:30 AM - 10:45 AM - Break  
10:45 AM - 12:30 PM - General Session  
12:30 PM - 1:30 PM - Lunch  
1:30 PM - 3:00 PM - General Session  
3:00 PM - 3:15 PM - Break  
3:15 PM - 4:45 PM - General Session  
4:45 PM - 5:00 PM - Break  
5:00 PM - 6:30 PM - General Session

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**Session 4 - Thursday**

7:45 AM - 8:45 AM - **AT Meeting**  
8:45 AM - 9:00 AM - Break  
9:00 AM - 10:30 AM - General Session  
10:30 AM - 10:45 AM - Break  
10:45 AM - 12:30 PM - General Session  
12:30 PM - 1:30 PM - Lunch  
1:30 PM - 3:00 PM - General Session  
3:00 PM - 3:15 PM - Break  
3:15 PM - 4:45 PM - General Session **\*CT's END\***  
4:45 PM - 5:00 PM - Break  
5:00 PM - 6:30 PM - **AT ONLY LEADERSHIP CAPSTONE**