

# Applied Positive Psychology: Finding Mastery & Flourishing

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MHA CREDENTIAL COURSE



2021

COURSE  
GUIDE

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# Welcome

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Congratulations on your decision to undertake training in this exciting field of mental health. We're thrilled to be joining you on this journey.

Throughout this program you'll deep-dive into the science and art of applied positive psychology as it relates to attaining mastery and flourishing in life.

As a participant, you will explore concepts such as motivation, goal setting, self-efficacy, self-actualization, willpower, social connection, grit, resilience, mindsets, and much more. Each concept will be illustrated by relatable stories and case studies, history and current events, and practical strategies to use with your clients, and in your own life.

Before you get started, please continue reading below. This course guide provides important information, instructions and resources you'll need to access and progress through the course.

All the best with your learning.

Kind regards,



**Pedro Gondim**

CEO, Mental Health Academy.

PS If you need any assistance whatsoever, just contact our friendly support team via [help@mentalhealthacademy.net](mailto:help@mentalhealthacademy.net) and we'll reply as soon as possible.

# Why Study Applied Positive Psychology

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A journey that will change you, and your clients.

Psychology wouldn't be such a wildly popular field if happiness and a successful life were not primary goals for most of us – and certainly for struggling clients.

But the advent in recent decades of positive psychology has turned many "self-evident truths" on their heads, and not just with nice theories. A field with a burgeoning base of empirical evidence, the new science of mastery and flourishing is in no way "the art of happy-ology". Rather, increasingly numerous and sophisticated experimental studies have fundamentally changed how we view ourselves and our potentials, the importance of relationships in our life, and the essential elements of a happy, successful life.

To undertake this course is to permeate mind and spirit with now-demonstrated notions that you probably suspected all along, such as that we actually develop and live better when we focus on our strengths, that we can grow our intelligence, and that other people are critical to our success – and not just for the material or positional benefits they may be able to offer us.

## This unique and highly engaging course will:

- Refine your insights about what constitutes effective goal-setting
- Challenge any limiting ideas about your own or your clients' potentials that you may have held
- Enhance your capacity for working with strengths rather than deficits and
- Embolden you to incorporate new insights about the role of self-efficacy, grit, relationships, awe (and more) in bringing your Best Self – and that of your clients – forward into life.

# Your Course Facilitator

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Caroline Adams Miller, MAAP, is one of the world's leading experts on the science behind successful goal setting and the use of 'good grit' to achieve hard things. For more than 30 years, she's been sharing her research-backed, actionable strategies to help people cultivate more grit and dig deeper to clarify and achieve their toughest goals.



To learn more about Caroline's work, visit her website: [www.carolinemiller.com](http://www.carolinemiller.com)

Achieving hard goals is one of the most rewarding things we can do in both our personal and professional lives.

In her keynote presentations and workshops, Caroline blends her personal experience, real-life timely examples, and the latest research in the field of positive psychology, to come up with practical applications that allow for maximum transformation, growth and flourishing in people's lives. Caroline leaves her audiences with tangible takeaways and actions they can use to create their own happiness and success. Caroline attained one of the first Masters of Applied Positive Psychology degrees from the University of Pennsylvania (2006), graduated magna cum laude from Harvard University, and teaches as part of the Wharton Business School's Executive Education program.

Caroline is the author of six books including *Getting Grit* (Sounds True 2017) and *Creating Your Best Life* (Sterling 2009), which sold more than 100K copies and is being reissued in 2020. *Live Happy Magazine* named *Creating Your Best Life* one of the top 10 goal setting books ever published and *Getting Grit* one of the 10 books that would change your life in 2017. Caroline's books have been translated into German, Korean, Spanish, Chinese, Japanese and Italian.

# Course Outline

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Your Course is delivered entirely online and accessible on-demand, 24/7. It is divided into 4 modules, each containing 3 or 4 units.

Each of the 15 units includes one or more video lectures, requisite readings (usually journal articles), an assessment, and other learning resources – such as activities, slide handouts, supplemental readings, etc.

Following is a breakdown of the course content.

## CORE RESOURCES



**18 x Video  
Lectures (10 hours  
of content)**



**40 x Requisite  
Readings (Journal  
Articles)**



**15 x Online  
Multiple-Choice  
Assessments**

## OTHER RESOURCES



**27 x  
Supplemental  
Readings**



**21 x Practical  
Activities  
/Exercises**

# 1

## Module 1

# How Motivation, Competence and Self-Efficacy Impact Wellbeing

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This first module provides an overview of the course and introduces the concepts of positive psychology and flourishing as seen through the lens of the PERMA model.

Fundamental notions, such as the theories undergirding wellbeing, the Broaden and Build framework, and the centrality of purpose and meaning, are identified. Lecturer and author Caroline Adams Miller, MAPP, also outlines the importance of positive interventions, ways of using character strengths to achieve optimal development, and the importance of self-efficacy and self-determination to achieving goals and realizing a flourishing life. In all of the units, recent research is used extensively, complemented by heart-warming anecdotes to illustrate the main points.

### THIS MODULE INCLUDES THE FOLLOWING UNITS:

- ✓ PERMA & Purpose
- ✓ Positive Interventions
- ✓ Character Strengths
- ✓ Self-determination, Self-efficacy, and Self-actualisation

# Module 1: Unit Descriptions

## 1 PERMA & Purpose

In this unit, Caroline Adams Miller introduces herself and the basic notions of positive psychology, giving an overview of her course, including an explanation of the PERMA framework. The theories which undergird wellbeing are briefly discussed, as well as why positive affect is so important, and how Barbara Fredrickson's Broaden and Build Theory helps us to understand flourishing. The fundamental understandings of purpose and meaning are outlined and complemented with relatable stories about finding purpose.

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## 2 Positive Interventions

This unit examines those interventions which can help clients to find mastery and flourish. Calling them "positive interventions", Adams Miller discusses gratitude, the identifying of VIA character strengths, exercise, mindfulness/meditation, journaling/blogging, forgiveness, and altruism. Many of the notions presented are backed up by relevant, recent research in addition to being intuitively appealing as interventions.

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## 3 Character Strengths

This unit discusses the inherent power of character strengths and offers several important tools and interventions to bring them forward. It is identified that merely owning our top strengths is not enough; we also must learn – and help clients learn – how to use them advantageously and appropriately. Thus, Adams Miller offers numerous examples of how to bolster a little-used strength by combining it with a top (frequently-used) strength. She outlines the problems that occur with overuse of various strengths, and explains how to use a given strength to re-balance an overused one. The supportive resources for this unit also examine the importance of not under-using a strength.

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## 4 Self-determination, Self-efficacy, and Self-actualization

In this unit, self-determination theory is explored and its relationship to motivation for those who would flourish outlined. The traits that research has found happy people to have are identified and it is shown how people can build self-efficacy. Maslow's study of self-actualizers details the chief qualities of those who have achieved self-actualization. Both research and theory are presented to ground the concepts discussed, with supportive articles teasing out recent developments in these fields.

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# 2

## Module 2

# Getting Things Done

This module drills down more deeply into the question of how those who would flourish can utilize emergent findings on goal-setting toward the attainment of mastery.

Unit 1 briefly reviews the history of goal setting and discusses why goals are important; learning and performance goals are differentiated. Unit 2 examines the "dark side" of goal setting: the instances in which, through insufficient knowledge of how to set appropriate goals, individuals and organizations have created disaster instead of mastery. Unit 3, finally, proposes the BRIDGE Method as a useful means of pursuing learning goals for the first time. The unit explains the importance of each of its components – Brainstorming, Relationships, Investment, Decisions, Good grit, and Excellence – showing how each contributes to the accomplishment of the goal.

### THIS MODULE INCLUDES THE FOLLOWING UNITS:

- ✓ Goal Setting Theory
- ✓ Goals Gone Wild
- ✓ The BRIDGE™ Method

## Module 2: Unit Descriptions

### 1 Goal Setting Theory

In this unit, a brief history of goal setting is set out, from Henry Ford in the early 1900s to Locke and Latham's Goal Setting Theory. Adams Miller discusses why goals are important, given the human drive toward mastery. It is noted, however, that most people are unaware of the science behind goal setting that allows challenging goals to be achieved, helping people to flourish. Goals are distinguished by type, and the conditions appropriate for each type are outlined. The supportive documentation reveals additional facets of the science of goal setting and includes several exercises for identifying important goals.

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### 2 Goals Gone Wild

Setting goals is a practice that can lead to mastery and flourishing, but research has started to show that some ways of setting goals create more harm than good. This unit dissects numerous business fiascos to illustrate how potential goal-setting problems can interfere with both organizational and personal success. From problems of misalignment of goals and values to confusion between learning and performance goals, the possibilities for setting inappropriate goals – and thus jeopardizing the attainment of mastery and flourishing - are many.

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### 3 The BRIDGE™ Method

In this unit, the BRIDGE Method is explained as a framework that is helpful in pursuing learning goals for the first time. The unit goes through each of the components of the acronym: Brainstorming, Relationships, Investment, Decisions, Good grit, and Excellence, showing how each contributes to the accomplishment of the goal.

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# 3

## Module 3

# People, Places and Things

Module 3 takes a deep dive into the positive psychology notion that "other people matter", showing that, while they always "matter", other people sometimes help individuals to flourish, and sometimes hinder their efforts.

Unit 1 examines the research which illuminates the question, and offers interventions to reduce loneliness and to guide people towards the "right" relationships: ones which will help them to flourish. Unit 2 takes that examination into the realm of the environment: specifically, the conscious and nonconscious cues - primes - that either move us toward goal achievement or conflict with primes which do. Ways of using primes to succeed are suggested. Unit 3 delves into the inner environment - that of the individual's willpower and self-regulation - to discover how to avoid depletion of these crucial but finite resources, and how to build them back if they do become depleted. Unit 4 is devoted to the question of why women do not support other women in their successes as well as their dark times - and how they can. Numerous notions explain this phenomenon, and solutions are suggested to help create a world in which it is the norm for women to support other women in flourishing - and thereby create a more greatly flourishing society.

### THIS MODULE INCLUDES THE FOLLOWING UNITS:

- ✓ Other People Matter
- ✓ Priming
- ✓ Willpower
- ✓ The Downside of the "Disney Rule"

## Module 3: Unit Descriptions

### 1 Other People Matter

This unit deepens understanding of positive psychology's oft-heard mantra that "other people matter". Numerous recent studies are cited and theoretical insights given to illustrate how powerful positive relationships are in creating a flourishing life. From interventions such as Chat Benches and Papa Pals to employing active-constructive responding to others, Adams Miller explains the science behind what we intuitively know: that some people and situations help us to flourish in an energized way and others do not.

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### 2 Priming

In this unit, Caroline Adams Miller examines how we are primed by our environment to either advance toward goals or to fail in those pursuits as a result of out-of-awareness primes. She explains how implementation intentions, if-then scenarios, and The Nudge Effect impact on goal achievement and shows how we can overcome conflicting primes, ultimately using primes to succeed. Numerous studies are cited to back up the notions presented.

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### 3 Willpower

This unit looks into the question of self-regulation, citing studies which have shown its relationship to willpower and flourishing. Recent research has demonstrated that it is a finite resource, one which can be depleted under certain conditions, such as imbibing alcohol or making too many effortful decisions. It is also a resource which can be built back, and Adams Miller examines strategies to do this.

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### 4 The Downside of the "Disney Rule"

In this unit, Caroline Adams Miller extends understanding of how the phenomenon of women not supporting other women has made it particularly difficult for women to succeed and flourish. It is noted that, while women make themselves widely available to "tend and befriend" in other women's uncertain or dark times, the same women often go silent or engage in other unhelpful responses when women they know have successes, with a resultant proliferation of diseases of despair among siloed women. Numerous notions to explain the phenomenon are outlined, including The Disney Rule, the Black Sheep Effect, the Blowback Effect, Scarcity Theory, and the Tall Poppy Syndrome. The Granny Bench initiative, Mastermind groups, The Shalane Effect, and "ampliship" are all suggested solutions to help create a world in which it is the norm for women to support other women in flourishing – and thereby create a more greatly flourishing society.

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# 4

## Module 4

# The Muscles of Excellence: Resilience, Grit and Growth Mindset

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In this fourth and final module, we drill down deeper into several of the foundational skills for a happy, flourishing life, one which engenders excellence.

Specifically, Caroline Adams Miller examines resilience (Unit 1), the growth and fixed mindsets that facilitate or undermine resilience and their relationship to hope (Unit 2), and the recently-differentiated notion of grit (Unit 3). Here, Angela Duckworth's general concept of grit is extended on, to tease out various types of it; not all of them contribute to excellence! Fittingly for a course on positive psychology, the final unit is devoted to a look at awe: what it is, what causes us to experience it, and how we can help clients to be awesome – and awestruck – while inspiring others. The course summary at the end of the unit highlights the interconnectedness of the various positive psychology concepts presented over the 15 units.

### THIS MODULE INCLUDES THE FOLLOWING UNITS:

- ✓ Resilience
- ✓ Growth and Fixed Mindsets
- ✓ Authentic Grit and Bad Grit
- ✓ The “Awethentic Effect”

## Module 4: Unit Descriptions

### 1 Resilience

Acknowledging that there is no standardized definition in psychology for “resilience”, this unit explores the qualities found in resilient people and outlines strategies for learning to be resilient. From exercise, mindfulness, building positive relationships and acting “as if”, to the broader strategy of building social support, resilient people are shown to experience growth in numerous areas from adversity, as long as they experience it in moderation.

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### 2 Growth and Fixed Mindsets

In this unit, Caroline Adams Miller examines hope and its relationship to mindset. Answering the questions of why we should engender hope and how we can, the re-working of Martin Seligman’s learned optimism concept is explained, Carol Dweck’s notions of mindset discussed, and recent scientific findings which distinguish between typical ageing brains and those of “super-agers” outlined. Supplementary resources flesh out these ideas in greater detail.

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### 3 Authentic Grit and Bad Grit

This unit explains and extends Angela Duckworth’s work on grit, providing Adams Miller’s own definition of it and distinguishing various types of grit, such as compassionate grit, ordinary grit, stupid grit, and faux grit. She describes the characteristics that are found in “high-grit” people and shows how grit can be cultivated.

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### 4 The "Awethentic Effect"

The final unit of this course looks into the question of awe: what it is, what causes us to experience it, and how we can help clients to be awesome – and awestruck – while inspiring others. Notions such as earth-gazing, the Overview Effect, and the Awethentic Effect are explored, fleshed out as always by powerful, poignant stories and up-to-date research of the chief notions discussed. Adams Miller finishes with an integrated summary of the course.

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# Credential & Certificate

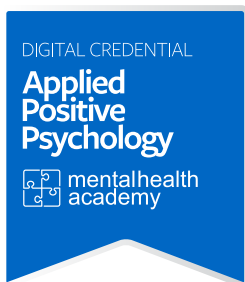
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Upon successful completion of all 15 mandatory assessments, you'll be issued with an MHA Digital Badge and a CPD Certificate of Attainment.



## Course Duration

The total duration of this course is **46 hours**. This is based on a calculation of the number of hours required to read all requisite articles, watch video lectures and complete the online assessment components.



## Digital Credential and CPD Certificate

Upon successful completion of all 15 assessments, you'll be issued with an **MHA Applied Positive Psychology: Finding Mastery & Flourishing Digital Badge and a CE Certificate of Attainment**.

A Digital Badge is a form of Digital Credential (also known as 'micro-credential') that can be verified/validated online. A digital badge signals your achievement to potential employers and stakeholders, as they are able to verify your learning/skill acquisition outcomes in real-time, over the web.

In addition to your MHA Digital Badge, you'll receive a downloadable CE Certificate of Attainment highlighting the 46 CE hours you've completed.

Both Digital Badge & Certificate of Attainment can be used to demonstrate your course completion and learning achievement.

# How to Complete Your Course

Once you have reviewed this Guide and are ready to tackle your first unit, we suggest following this 6-step workflow (repeating it for each unit).

6-Step Workflow	Modules			
	1	2	3	4
<p><b>1 Download and read the requisite article.</b> This will set the stage for watching the video lecture.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>2</b> If you like to take hand notes, <b>download and print the lecture's handout</b> (i.e. presentation slides). If you prefer to write electronically, start a document.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>3 Watch the video lecture/s</b>, stopping (use the pause button) whenever you need to take notes or reflect on certain concepts.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>4 Complete the assessment</b> for that unit. If you do not pass in your first try, don't worry – you can review your responses and re-submit new answers.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>5 Take on the activities suggested in the "Activities &amp; Tools" section of each unit.</b> These activities may include writing reflections, completing checklists, and more.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>6 Interact via the course's Private Facebook Group</b> (<a href="#">click here to access</a>). You can use this forum to engage in relevant discussions with other course participants and your course facilitator. You can also post your thoughts about any articles or activities you have completed, inviting others to start a conversation on the topic. If you don't have a Facebook account, we recommend creating one specifically for this purpose.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Assessment Methods

The course includes 15 multiple-choice, online assessments - with a total of 175 assessment questions. To advance (i.e. unlock access) to the next module, you must complete the multiple-choice assessments for each of the units within the module you're currently in.

For successful completion of an assessment, you must attain a minimum 80% pass rate. As the assessment is competency-based, if you don't pass in your first try, you will have the opportunity to review, save and re-submit your answers.

## Activities, Tools & Supplemental Learning Resources

Most units include links to activities & tools, and supplemental learning resources. These include articles, case studies, checklists, worksheets, reflection exercises, and more.

Although these resources are not part of the core program (i.e. they will not be assessed), they were hand-picked to expand your knowledge and application of the theory covered in the course. As such, we recommend that you review/complete them.

## After Completion

Through the MHA Learning Portal, you'll have lifetime, unrestricted access to all core course resources\* - so you can refresh your knowledge at any time. You will also have continued access to the private Facebook Group - this medium will be used as a networking hub for mental health professionals and to share articles, invitations to special events, and other information on topics discussed in the course.

*\*Core course resources include your requisite readings, video lectures and handouts, and assessments. Some supplemental resources are accessible outside of the MHA portal, and may not be continually available in the future.*

# FAQs

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## Questions & answers to help you navigate through the program.

### How are course content and learning materials delivered?

Your course materials will be accessible online via the MHA Learning Portal (i.e. website). Course materials include journal articles, handouts and other downloads, video lectures, and online (multiple-choice) assessments. You will be able to access these materials and learning tools from most computer systems and mobile devices. Technical support will also be available in case you experience any difficulty accessing course resources.

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### What is the duration of the course?

The total duration of this course is 46 hours. This is based on a calculation of the number of hours required to read all requisite (i.e. core) articles, watch video lectures and complete the online assessment components. It does not include additional time required to read/complete activities and supplemental learning resources.

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### What are the assessment requirements for this course?

The course includes 15 multiple-choice, online assessments - with a total of 175 assessment questions. To advance (i.e. unlock access) to the next module, you must successfully complete the multiple-choice assessments for each of the units within the module you're currently in. For successful completion of an assessment, you are required to attain a minimum 80% pass rate. As the assessment is competency-based, if you don't pass in your first try, you will have the opportunity to review, save and re-submit your answers (there are no re-attempt limits).

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### What Certification do I get upon completion of this course?

When you complete this course, you'll be issued with an MHA Applied Positive Psychology: *Finding Mastery & Flourishing* Digital Badge and a CE Certificate of Attainment. A Digital Badge is a form of Digital Credential (also known as a 'micro-credential') that can be verified/validated online. A digital badge signals your achievement to potential employers and stakeholders, as they are able to verify your learning/skill acquisition outcomes in real-time, over the web. In addition to your MHA APP Digital Badge, you'll receive a downloadable CE Certificate of Attainment, which can also be used as proof of completion and printed (if you would like to display it in your office/workspace).

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## How is the MHA Digital Badge different from a traditional CE Certificate?

Digital badges are a form of electronic portfolio to track and showcase your educational achievements. When you are issued with a digital badge, you'll receive a unique URL (link) that includes information about your achievement – such as the duration of a course you completed, the organization that issued the badge, and what you had to do to receive it (e.g. complete assessments). Unlike a CE Certificate, information in your digital badge is verifiable **online and in real-time**, making it a more reliable source of data for prospective employers. Badges can also be more easily shared online and integrated to your website, digital professional profile (e.g. LinkedIn account), etc.

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## Will my MHA Digital Badge be recognized by employers?

Digital credentials are becoming increasingly more popular among employers and traditional educational institutions, such as Universities (you may have heard of the move towards micro-credentialing in Australia). Some of the world's biggest companies, such as Microsoft, and respected education providers, such as Harvard University, already issue digital credentials for their courses and workplace-related learning. Many experts believe that digital portfolios and digital credentials will eventually replace traditional CVs and provide learners with expanded opportunities to showcase their skills and educational achievements to prospective employers.

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## Will MHA offer other credential courses?

Yes. We're currently working on other credential courses focusing in different areas of mental health practice. We will update you via our e-newsletter and other email announcements once further courses have been developed.

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## Can I save course content for future reference?

Your course guide, requisite readings, handouts and other supplemental materials can be downloaded and saved to your local computer. Video content and assessments cannot be downloaded; however, they are accessible via the MHA Learning Portal at any time (including after you have successfully completed the course). All enrolled course participants will have lifetime access to requisite course learning materials.

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## What are the system requirements for watching videos?

Our video platforms are compatible with all up-to-date browsers (Chrome, Safari, Firefox, Opera, and Edge) and operating systems (Windows, Mac and mobile devices), and most residential internet connections should be more than adequate to watch the videos. If you experience any difficulties accessing video content, you can contact us for support at any time.

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## Do I need a Facebook Profile to join the discussion forum (i.e. Facebook Group)?

Yes, to access the forum and join in the group discussions, you will need a Facebook Profile. If you do not have a Facebook profile, we recommend setting one up to join the group, as it will enhance your learning experience and provide you with the opportunity to learn from and interact with your peers and course facilitator. While recommended, joining the Facebook Group is **not** a requirement to access and complete this course.

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## I live in a remote area with slow internet. Will I be able to access the lectures and other videos?

You may experience difficulties watching videos if your internet speed is slow. We recommend that you contact your Internet Service Provider (ISP) to devise a solution. If that's not possible, you may wish to consider allocating time for travel, so you can access video content using a more appropriate connection (there will be approximately 10 hours of video content throughout the course).

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## What is your course refund policy?

Enrollment in this course comes with a 14-day money back guarantee that empowers you to try the program entirely risk-free. If within 14 days of your enrollment and before completion of the first module\* you're not entirely thrilled with the high level content you have access to, just email us at [help@mentalhealthacademy.net](mailto:help@mentalhealthacademy.net) and we'll give you your money back. No questions asked.

*\*Refund eligibility criteria:* You will not be eligible for a full refund if: 1) You have completed all four assessments for Module 1 and 2 and, 2) Your cancellation/refund request is emailed 15 (or more) days after your enrollment date.

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## Can I copy and or share course learning materials and resources?

Courses materials are only to be used by the individual person that enrolled in the course. Sharing your course access details and resources constitutes a breach of copyright and may result in cancellation of your enrollment and ineligibility to access Certificates.

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## I'm an MHA member. How is this course different from what I can access with my membership?

MHA Membership Courses (available via our Catalog) are shorter, specific programs – with courses ranging from 1 to 7 hours in duration. MHA Credential Courses are designed to provide a deep-dive, content-rich experience (30+ hours of learning) backed up by real-life case studies and illustrations.

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**Need Support? Contact us and we'll get back to you as soon as possible.**

Email: [help@mentalhealthacademy.net](mailto:help@mentalhealthacademy.net)