



cultivating success through appreciative inquiry and staff development

Wendy Bruun



Gratitude

25

CONT. NEL 25
Ritorno D' estate





**Creating Community
in a Changing World**

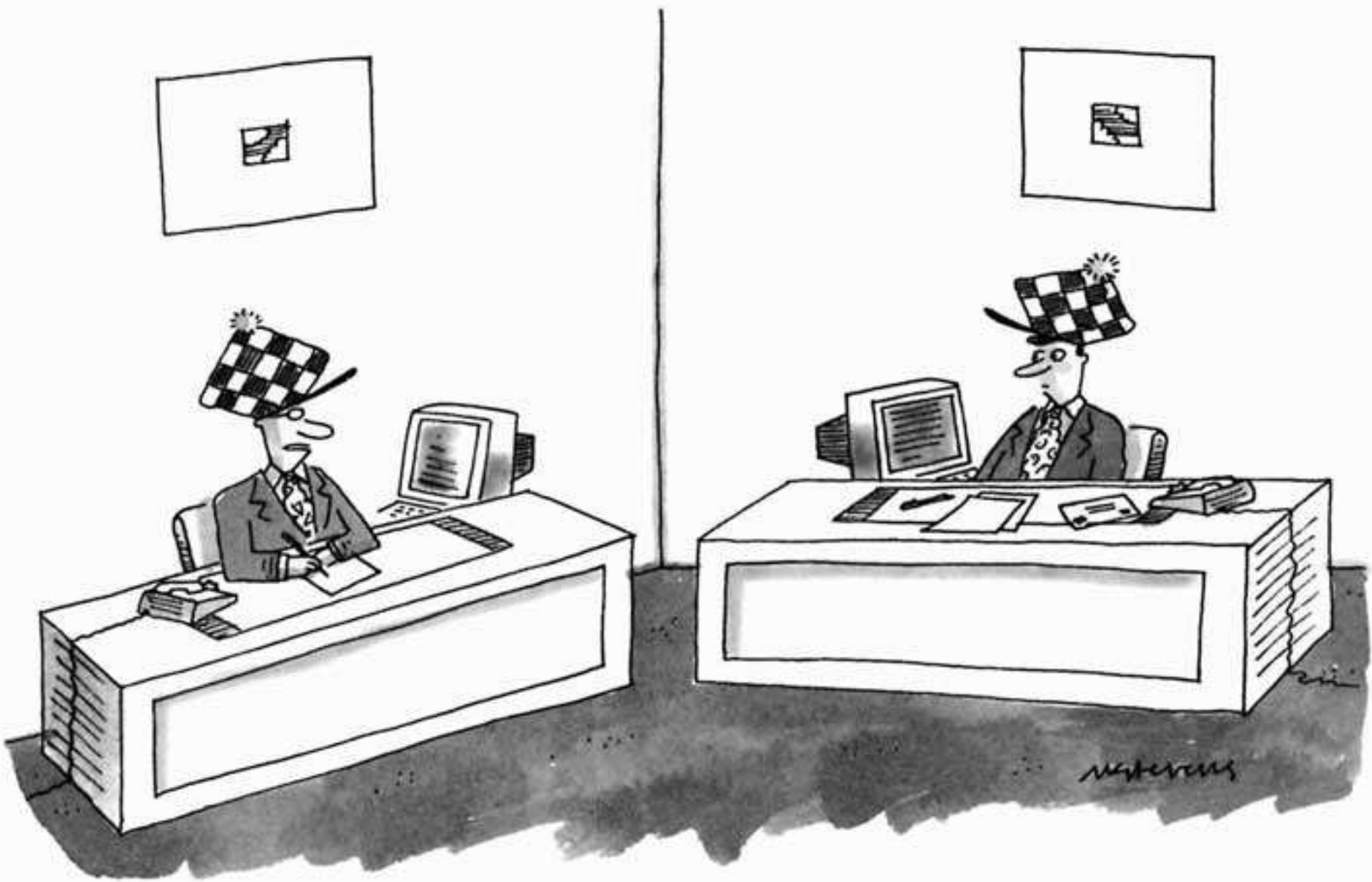
HOW DO WOMEN LEAD?



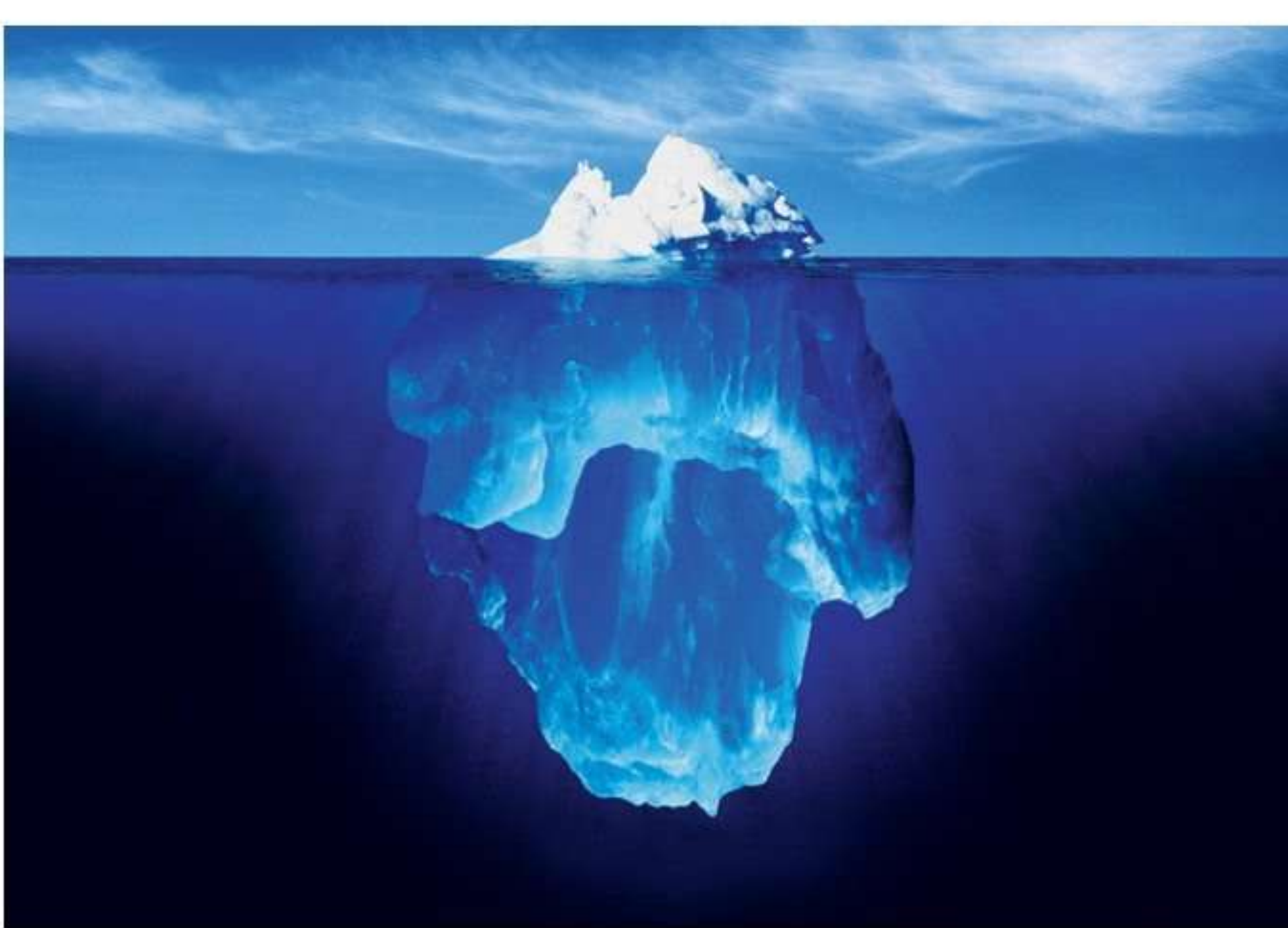
WHY PEOPLE CHANGE JOBS

Most people who voluntarily leave companies don't do so for money. They do it to advance their careers. Pay and benefits is the second most cited reason.





"I don't know how it started, either. All I know is that it's part of our corporate culture."



appreciative inquiry



Scarcity



Abundance





Life

IS NOT MEASURED BY THE NUMBER OF BREATHS WE
TAKE, BUT BY THE

mom

THAT TAKE OUR BREATH AWAY.

ents

A close-up photograph of a branch with green leaves and small yellow and brown buds. The background is dark and out of focus.

In every
organization,
some things
work well

Appreciative Inquiry Principle 1

What we focus on
becomes our
reality.

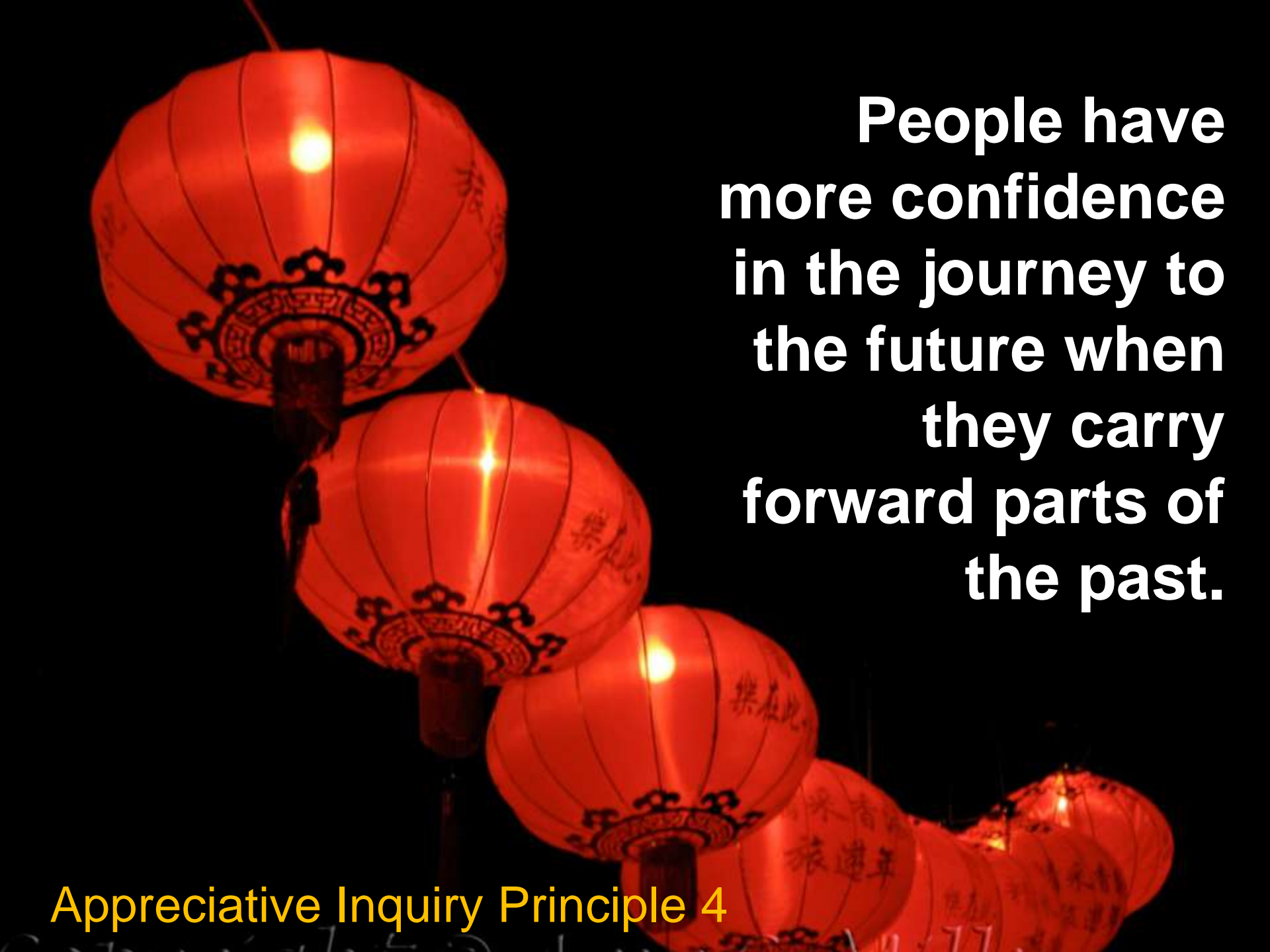
Appreciative Inquiry Principle 2






Asking
questions
influences
the group.

Appreciative Inquiry Principle 3

A series of glowing red Chinese lanterns hanging in a line against a dark background. The lanterns are illuminated from within, casting a warm red glow. Each lantern has a decorative black metal frame at the top and bottom. The lanterns are arranged in a descending diagonal line from the top left towards the bottom right. The background is black, making the red lanterns stand out prominently.

**People have
more confidence
in the journey to
the future when
they carry
forward parts of
the past.**

Appreciative Inquiry Principle 4

A scenic view of a lush green forest with a wooden bench in the foreground. The bench is made of dark brown wood and is positioned on a grassy slope. The background is a dense forest of tall trees, with some branches and leaves visible in the upper right corner. The overall atmosphere is peaceful and natural.

**If we carry parts of the
past into the future, they
should be what is best
about the past.**

Appreciative Inquiry Principle 5

It is important
to value
differences.

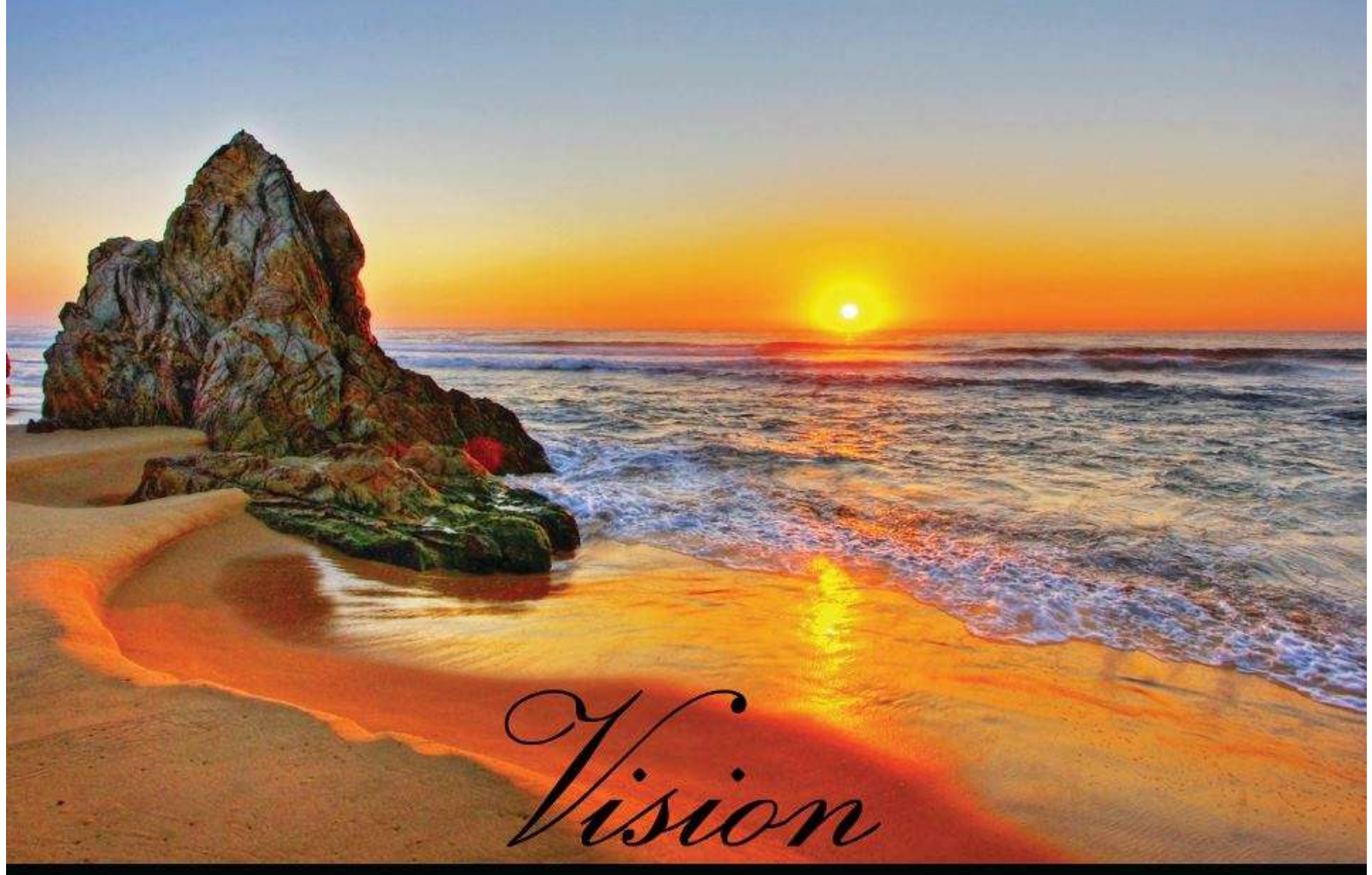


Appreciative Inquiry Principle 6

The language we use creates our reality.



Appreciative Inquiry Principle 7



Vision without action is only a dream.
Action without vision is just passing the time.
Vision with action can change the world.

~Joel Barker

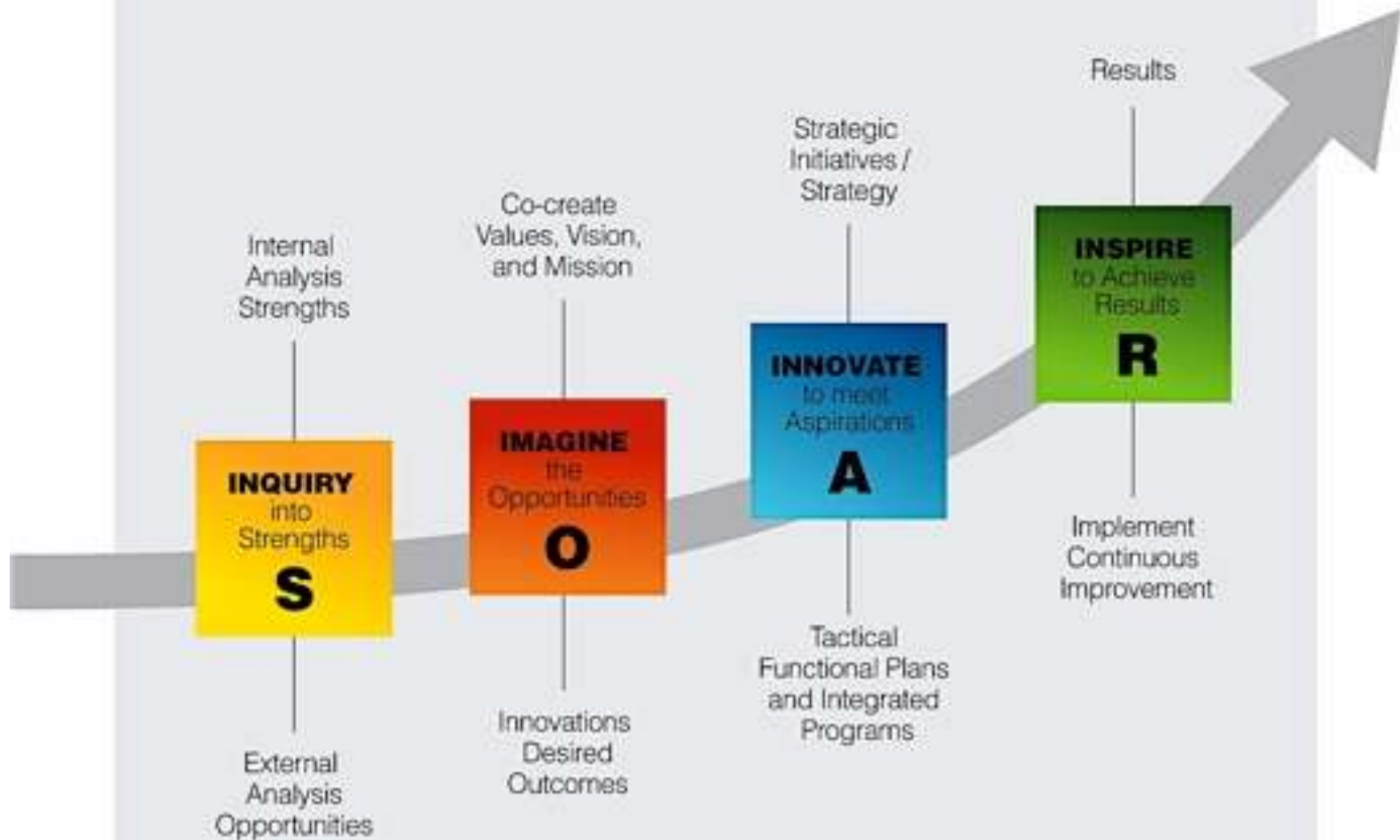




SWOT ANALYSIS



SOAR Framework



Strengths, Opportunities, Aspirations, Results

(Stavros, Cooperrider, Kelly 2005)







Introducing a New Theory of Well-Being



P

Positive
Emotions



E

Engagement



R

Positive
Relationships



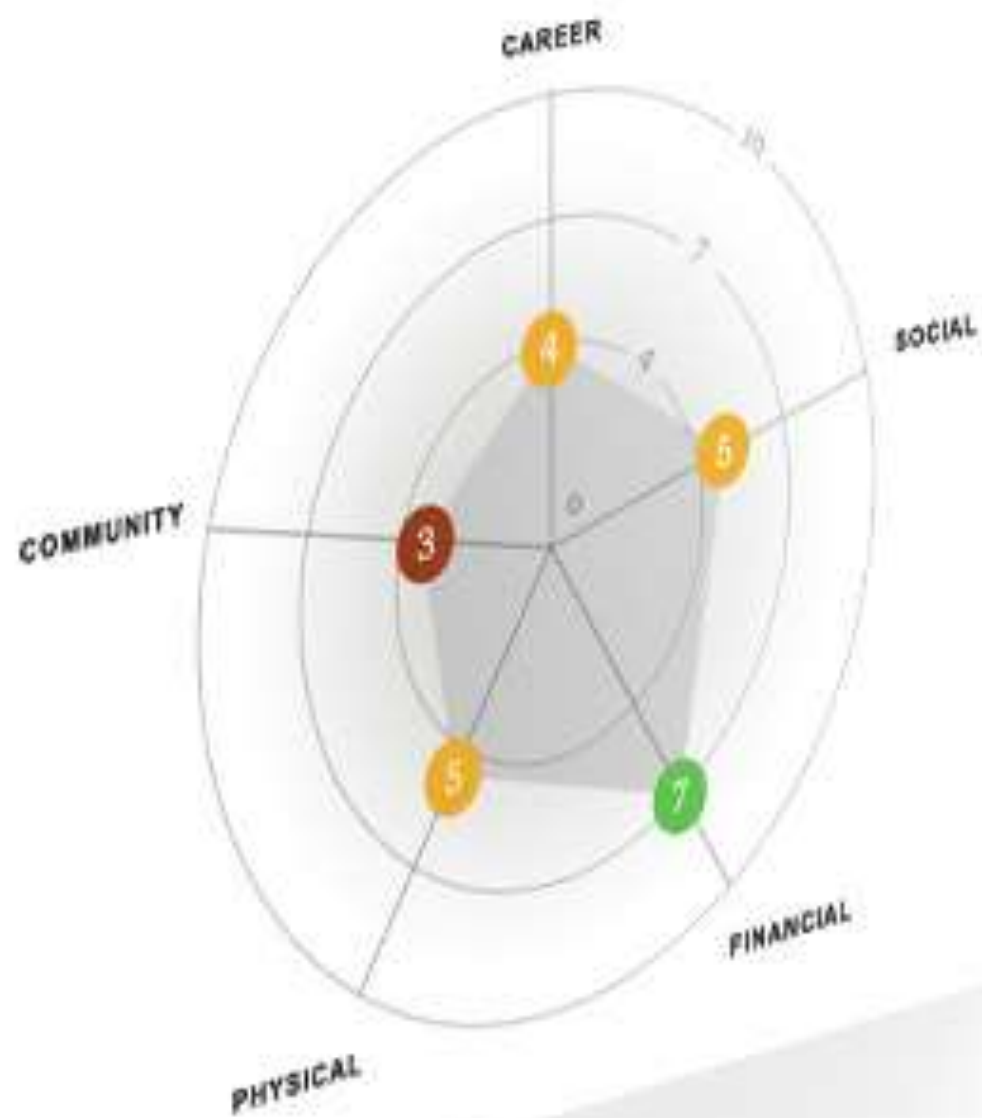
M

Meaning



A

Accomplishment



FINANCIAL

GALLUP-HEALTHWAYS WELL-BEING INDEX

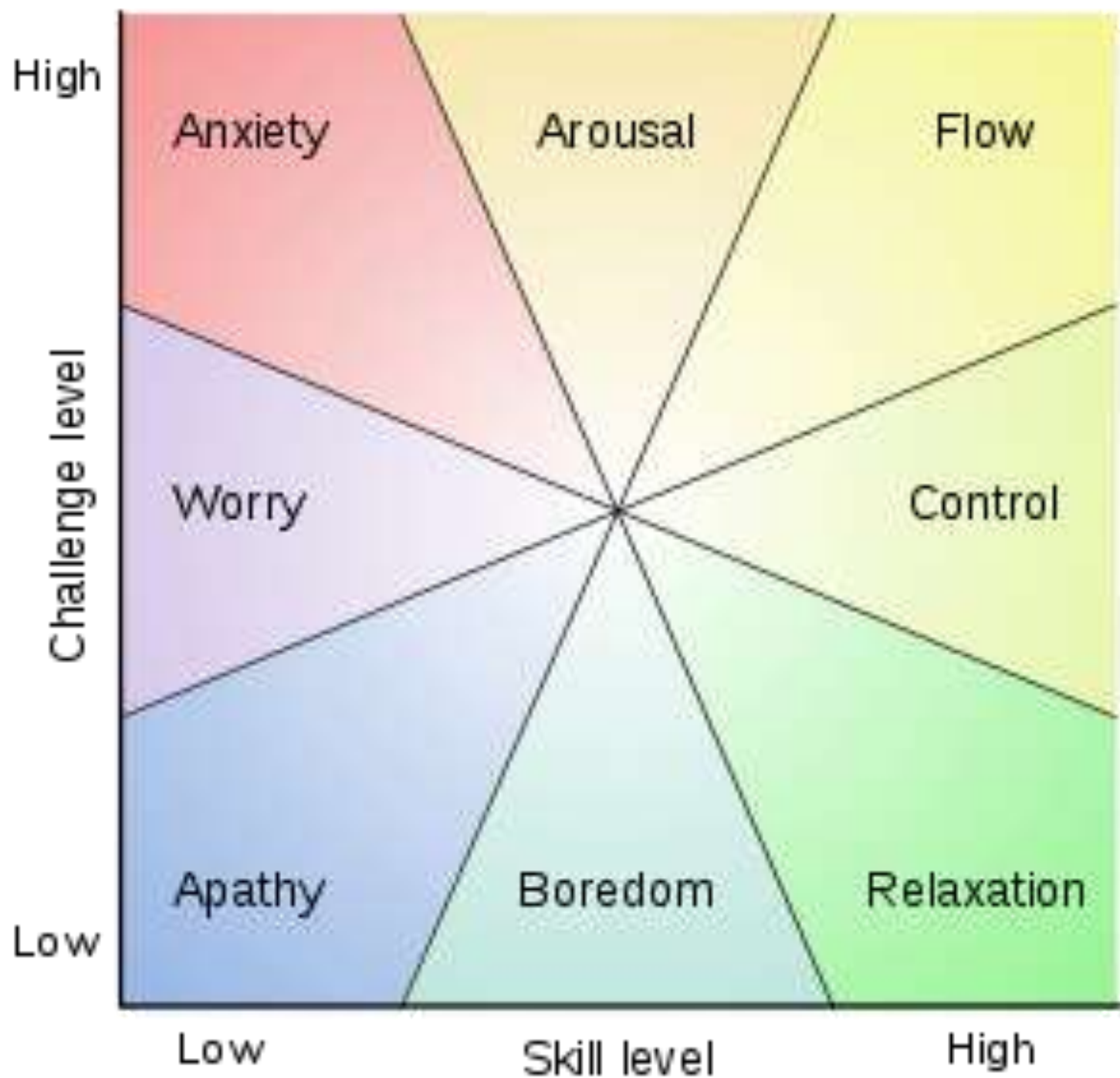
Monthly averages



United States

May 1-31, 2013

Thriving	54.2%	+0.7
Struggling	42.2%	-0.8
Suffering	3.6%	+0.1
Happiness	49%	-
Stress	11%	-
Uninsured	18.0%	+1.7
Obese	27.4%	+0.2





cultivating your organizational culture



Selecting Onboarding... Developing

Chickering's



Vectors

Of Development

<p>ISTJ Traditionalists 13.7%</p> <p>Dutiful Practical Logical Methodical</p>	<p>ISFJ Protectors 12.7%</p> <p>Dutiful Practical Supportive Meticulous</p>	<p>INFJ Guides 1.7%</p> <p>Devoted Innovative Idealistic Compassionate</p>	<p>INTJ Visionaries 1.4%</p> <p>Independent Innovative Analytical Purposeful</p>
<p>ISTP Problem-solvers 6.4%</p> <p>Expedient Practical Objective Adaptable</p>	<p>ISFP Harmonisers 6.1%</p> <p>Tolerant Realistic Harmonious Adaptable</p>	<p>INFP Humanists 3.2%</p> <p>Insightful Innovative Idealistic Adaptable</p>	<p>INTP Conceptualisers 2.4%</p> <p>Questioning Innovative Objective Abstract</p>
<p>ESTP Activists 5.8%</p> <p>Energetic Practical Pragmatic Spontaneous</p>	<p>ESFP Fun-lovers 8.7%</p> <p>Spontaneous Practical Friendly Harmonious</p>	<p>ENFP Enthusiats 6.3%</p> <p>Optimistic Innovative Compassionate Versatile</p>	<p>ENTP Entrepreneurs 2.8%</p> <p>Risk-taking Innovative Outgoing Adaptable</p>
<p>ESTJ Co-ordinators 10.4%</p> <p>Organised Practical Logical Outgoing</p>	<p>ESFJ Supporters 12.6%</p> <p>Friendly Practical Loyal Organised</p>	<p>ENFJ Developers 2.8%</p> <p>Friendly Innovative Supportive Idealistic</p>	<p>ENTJ Reformers 2.9%</p> <p>Determined Innovative Strategic Outgoing</p>



**Physical Environment
(Home/Office)**

Career/Business

**Personal/Spiritual
Development**

**Family and Friends
(Community)**

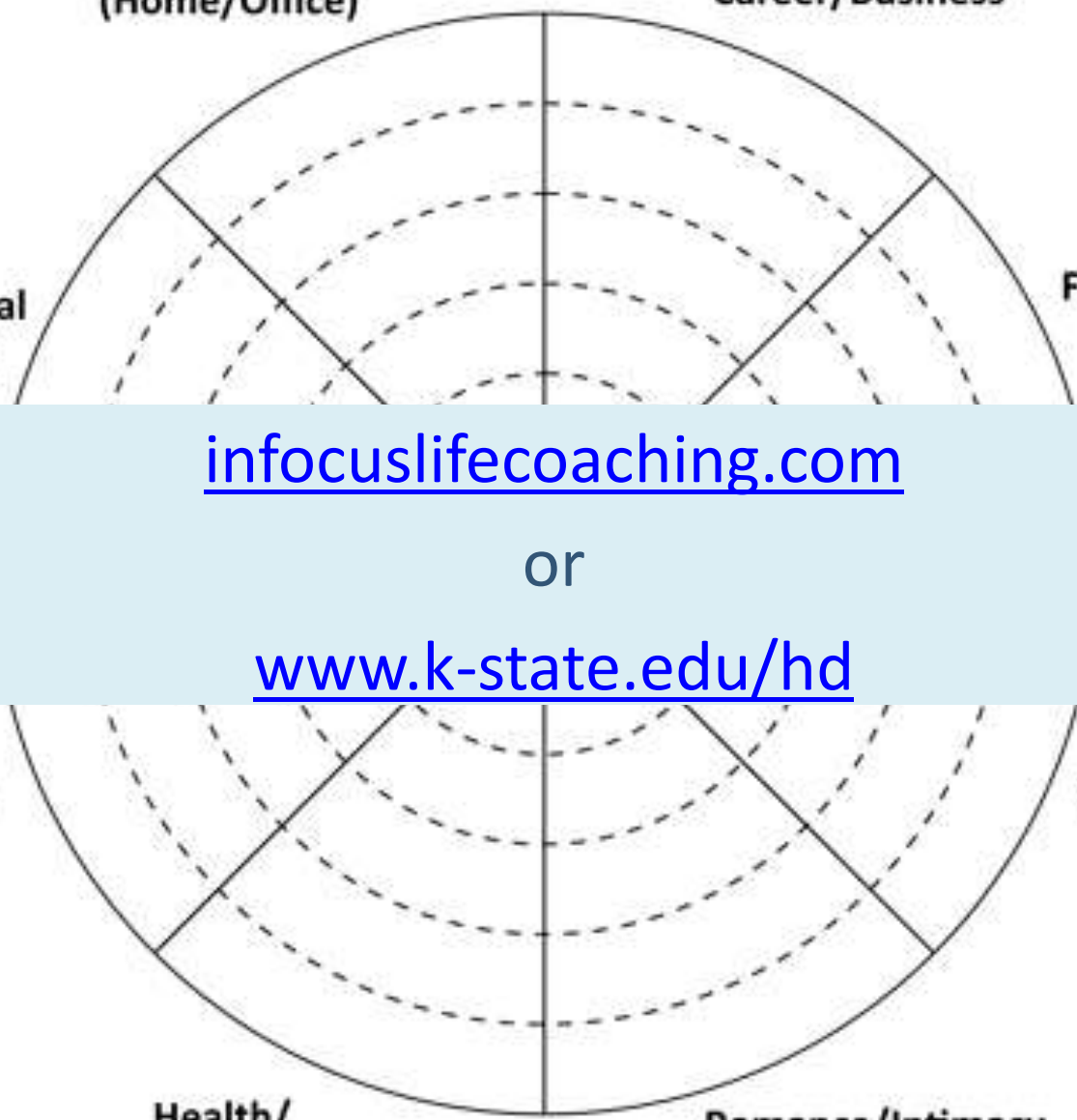
infocuslifecoaching.com
or
www.k-state.edu/hd

Social/Fun

Finances

**Health/
Self-Care**

Romance/Intimacy





the
Energy
audit



www.theenergyproject.com



When we deliberately seek out and notice those qualities that we hold in high estimation, our act of noticing and valuing actually amplifies those qualities and increases their value.

- Barrett & Fry



Sample Team Questions

- Describe a time when you feel the team/group performed really well. What were the circumstances of that time?
- Describe a time when you were proud to be a member of a team/group. Why were you proud?
- What do you value most about being a member of this team/group? Why?



Sample Staff Meeting Questions

- How have you used (or thought about using) your strengths?
- Favorite Moment
- ONE-WORD - Why does TRiO work?
- Student and Staff Celebrations
- One (personal or professional) goal for summer and how can we support you?



Sample End of Term/Year Questions

- What are our program strengths?
- What could we enhance?
- What are some provocative propositions?



Sample End of Term/Year Questions

- What successes did you have with different students this semester?
- What tools did you utilize with some students?
- What learning moments did you experience?
- What will you do differently with different students in the future?
- What feedback did you receive from students that tells you that you're doing a great job? What feedback could help you improve?
- What will you do to improve your practice in the future?
- What content areas do you need to learn more about? (e.g. Financial Aid, academic policies, etc.)
- Which offices/staff members/or services can you visit during summer to improve your knowledge or network?
- What resources could you seek out (books, websites, etc.) to improve your coaching/mentoring practice?
- What three goals do you want to set for yourself for Summer and Fall 2013?

And as stories weave together, we can begin to notice patterns and insights that were not available to us before. In the end, we too may experience a collective insight, a wider wisdom, the magic of thinking together. - Margaret Wheatley



A vertical image showing a sunset over the ocean. The sky is filled with orange and yellow clouds, transitioning to a darker blue at the top. The ocean is a deep blue with white-capped waves. On the left side, a sailboat with two masts and a single sail is visible, sailing towards the right. The text is overlaid on the right side of the image.

May you see sunshine
where others see shadows
and opportunities
where others see obstacles.

	Self	Team	Program
Currently Doing			
Doing and Will Improve			
Provocative Propositions			

