

USING AN APPRECIATIVE APPROACH IN YOUR OWN CAREER DEVELOPMENT

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What to expect

- Brief introduction
 - Appreciative Inquiry
 - Appreciative Advising - Additional Stages
- Implementation strategies for each stage
 - Activities
 - Questions to ask
 - Tips

Appreciative Inquiry

Asset Based

Look at what we've got!!

Look at what we're missing!!



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Developed by David Cooperrider and colleagues

Department of Organizational Behavior at Case Western Reserve University

It is all about the process!



1. We create our world through the language we use.



2. Questions guide us – they are not neutral



3. Stories have power



4. What we do today is guided by our image of tomorrow



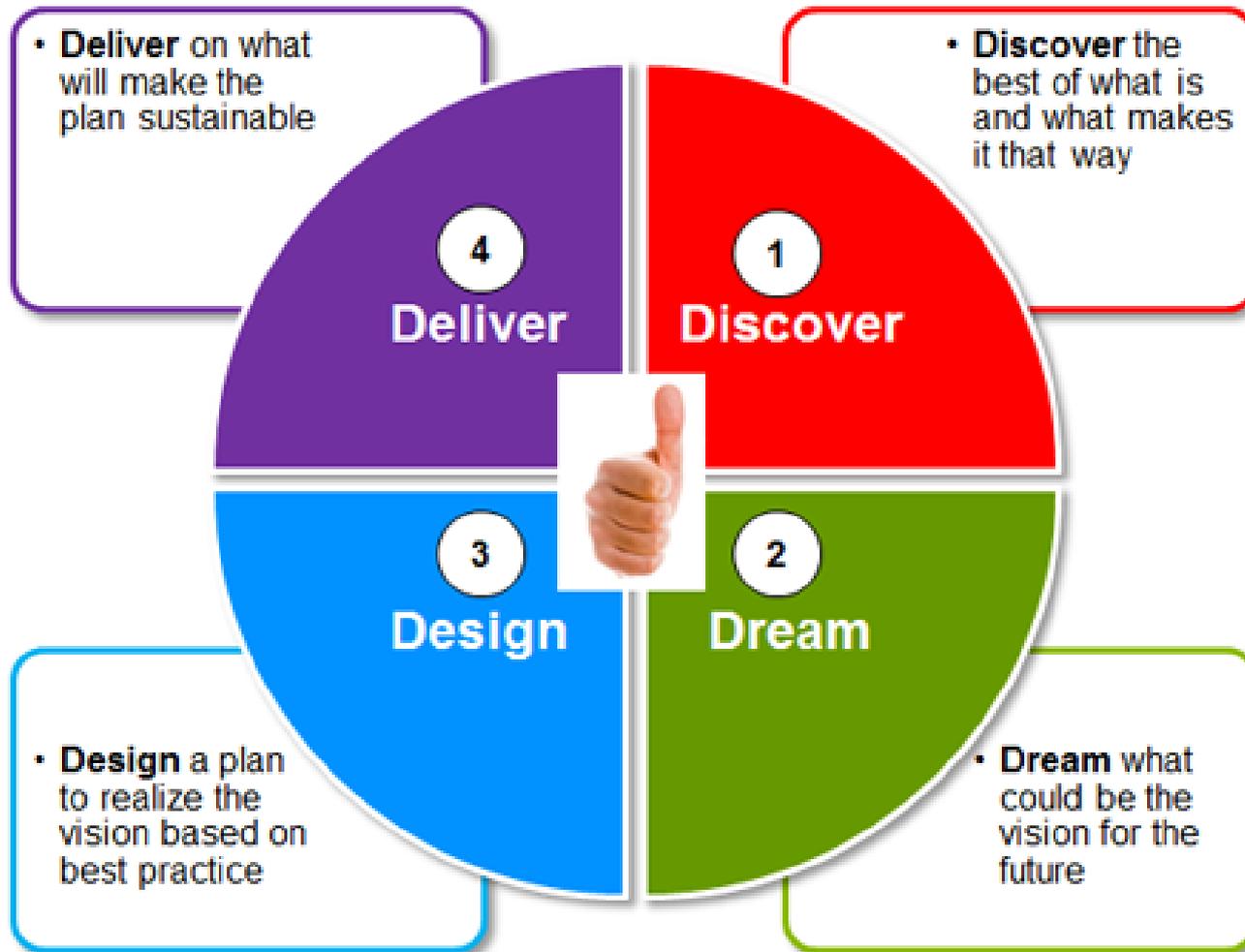
5. Positive questions lead to positive change



The questions we ask focus our attention

Problem Focus	Possibility/Strength Focus
What is the biggest problem?	What possibilities exist that we have not yet considered?
What is the root cause of the issue?	What is the smallest change that could have the biggest impact?
Why do you blow it so often?	What solutions would create a win?
Why do we still have these problems?	What inspires you? What makes this situation inspiring, energizing, and mobilizing?

Appreciative Inquiry Process





Appreciative Advising

Appreciative Advising is the intentional collaborative practice of asking positive, open-ended questions that help students optimize their educational experiences and achieve their dreams, goals, and potentials.

Developed by Jennifer Bloom and Nancy Archer Martin

Appreciative Advising Stages

Disarm

Discover

Dream

Design

Deliver

Don't Settle



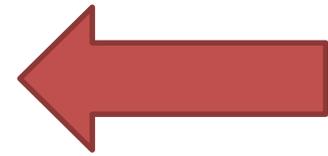
THEORY

INTO

PRACTICE



Disarm



Networking

Stay connected

Send an article, etc.

Invite a contact for coffee

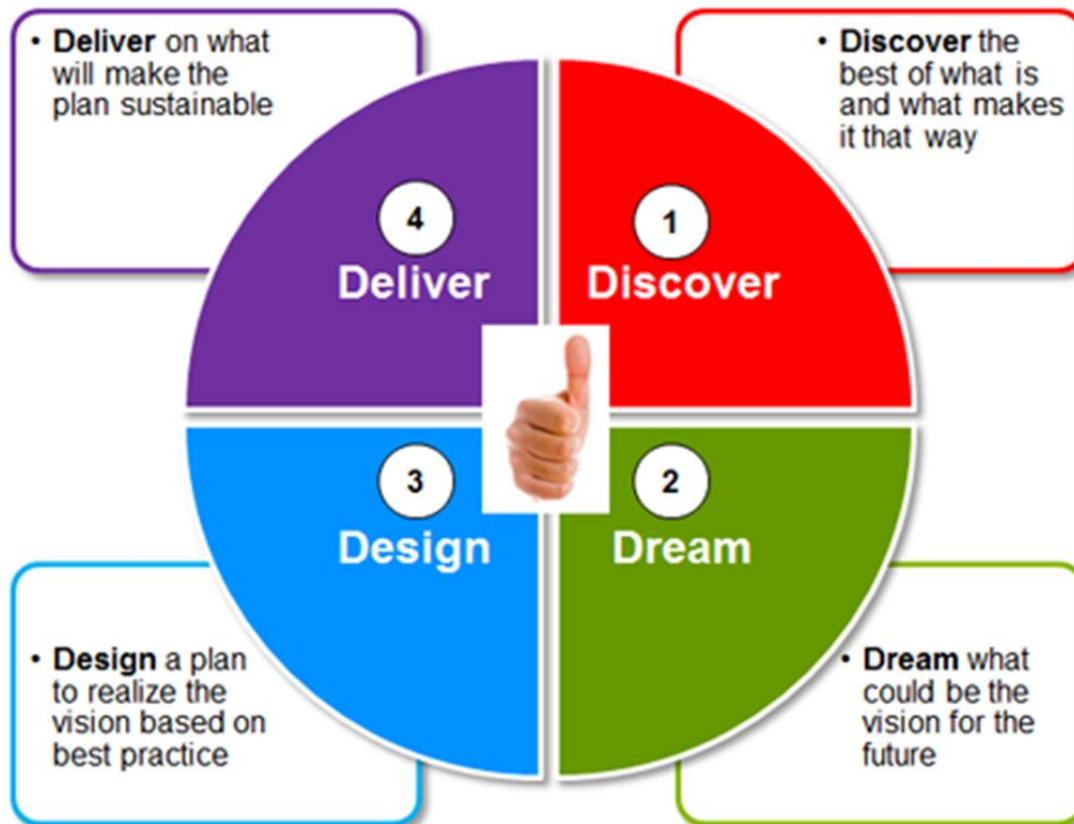
Stay in touch with out of town friends

Make the effort

Respond to others

Discover

Appreciative Inquiry Process

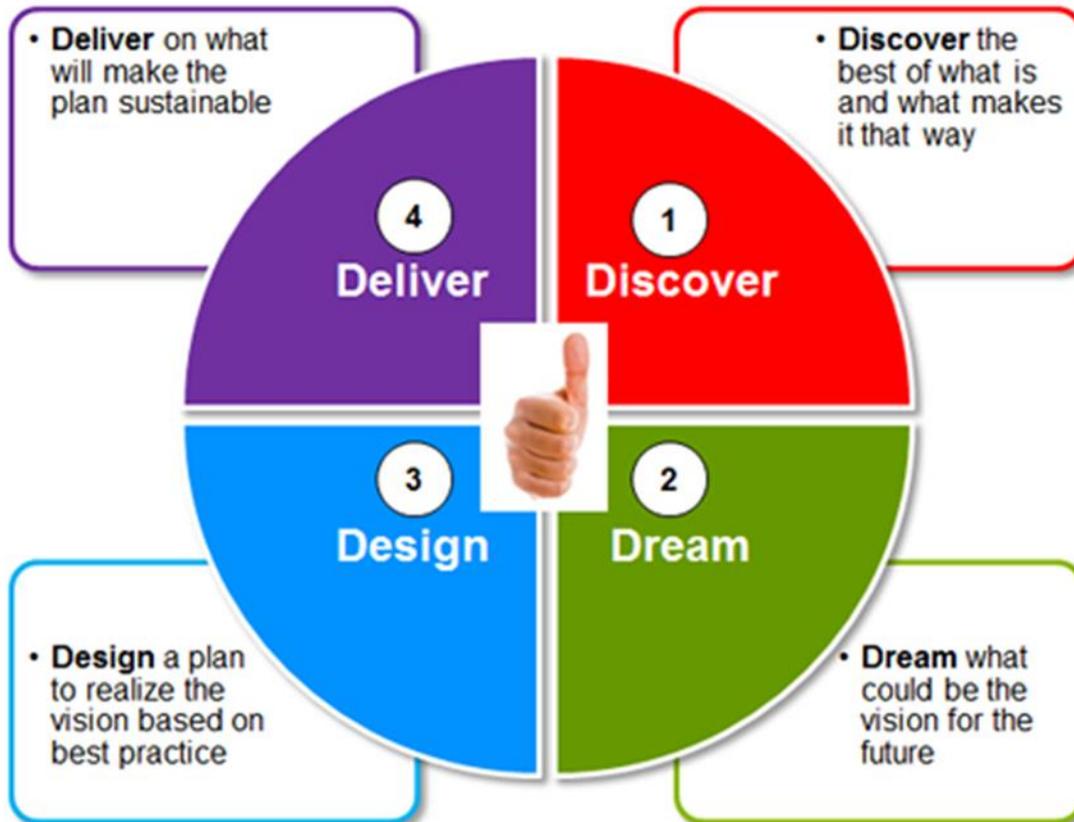


Discover Questions

- If you could choose to enhance one aspect of your university, what would it be?
- Without being modest, what is it that you most value about yourself and your work and how could that contribute to your effort in this area?
- Describe the types of team members that would complement you in this effort. What are their skills?

Dream

Appreciative Inquiry Process



Dream Questions

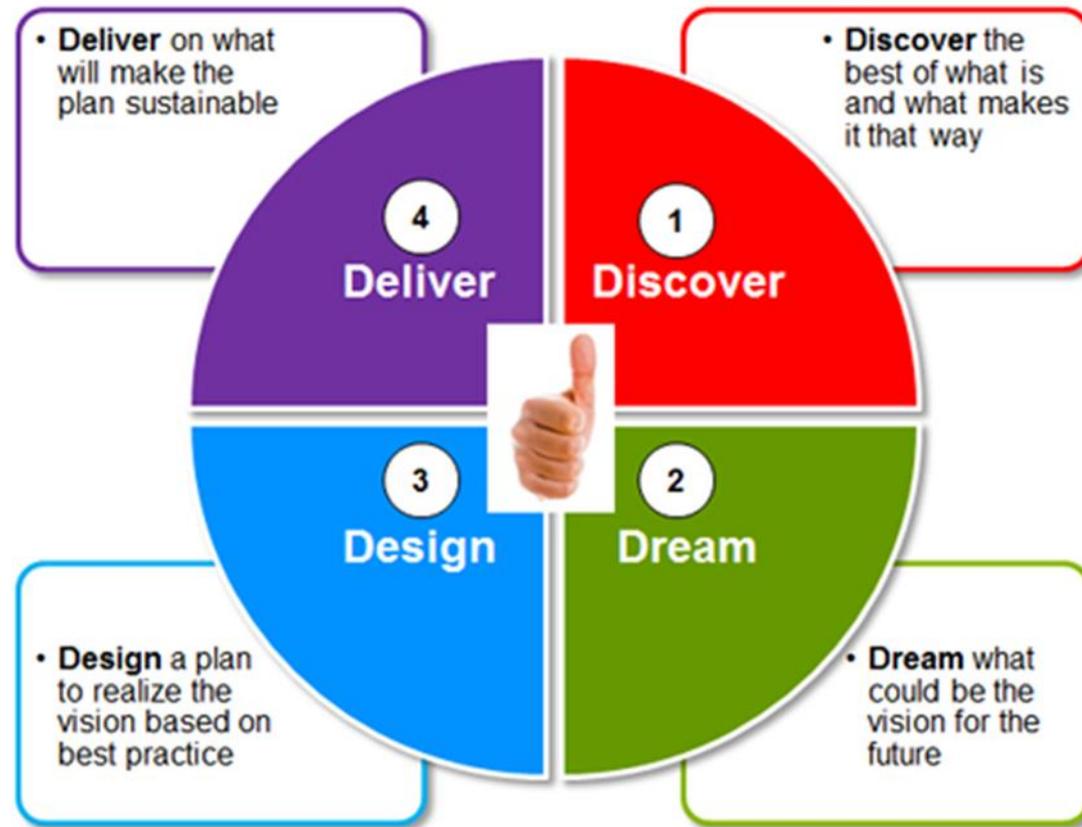
- 10 years from now what magazine is your team on the cover of and why?
- If budget, staffing, and time were irrelevant, what would you want to accomplish?
- When you took this job, what did you want to accomplish? What about now?

Dream – 7 minutes of silence



Design

Appreciative Inquiry Process



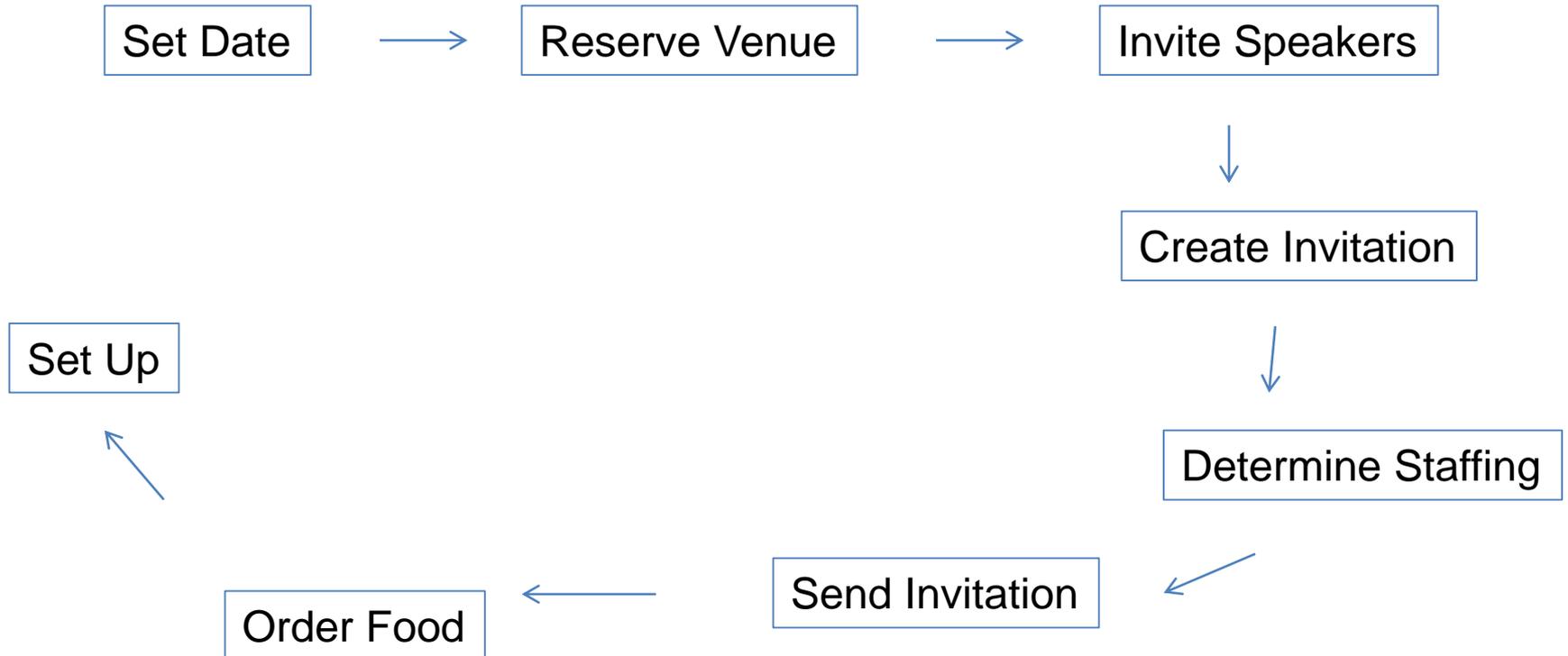
Design Questions

- What can you do in the next week to move at least one step closer to your goal?
- How will you celebrate the accomplishment of this goal?
- How do you see your work leading to achieving your dreams?

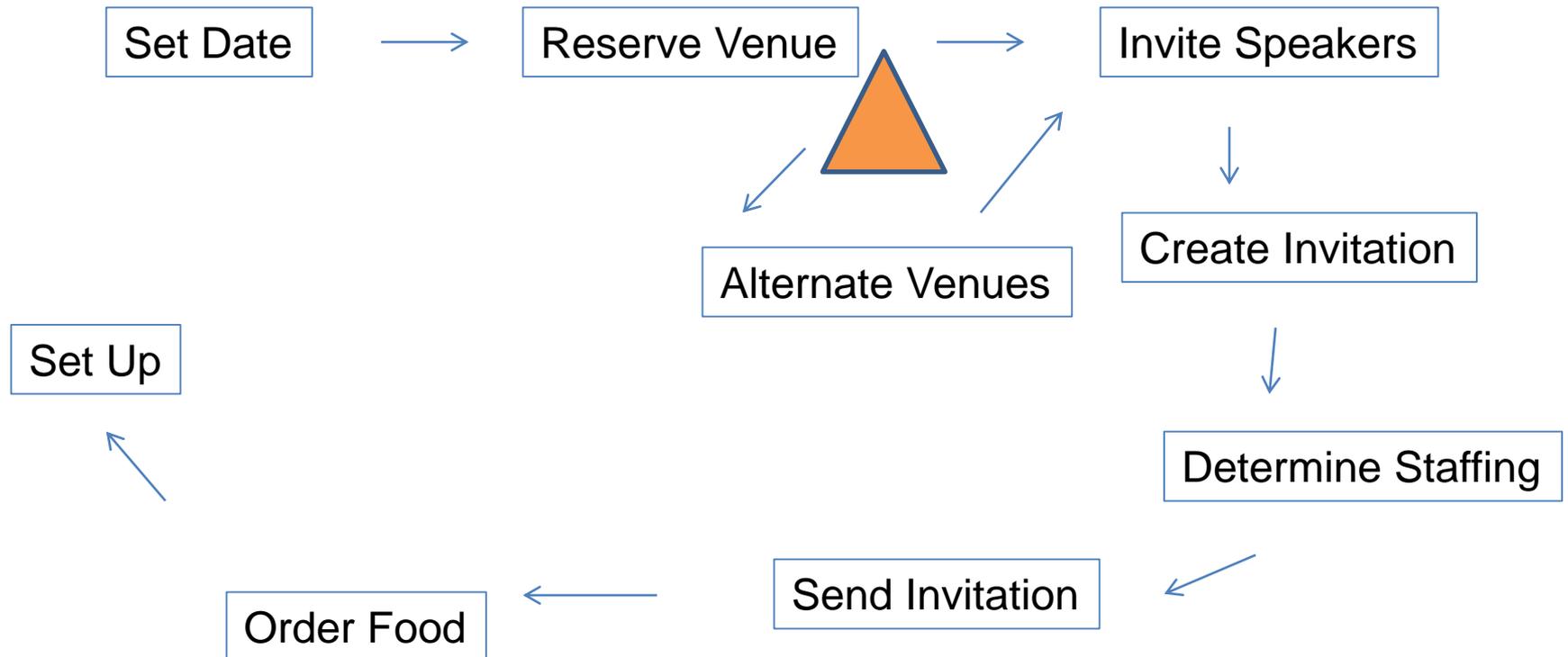
Obstacle Course



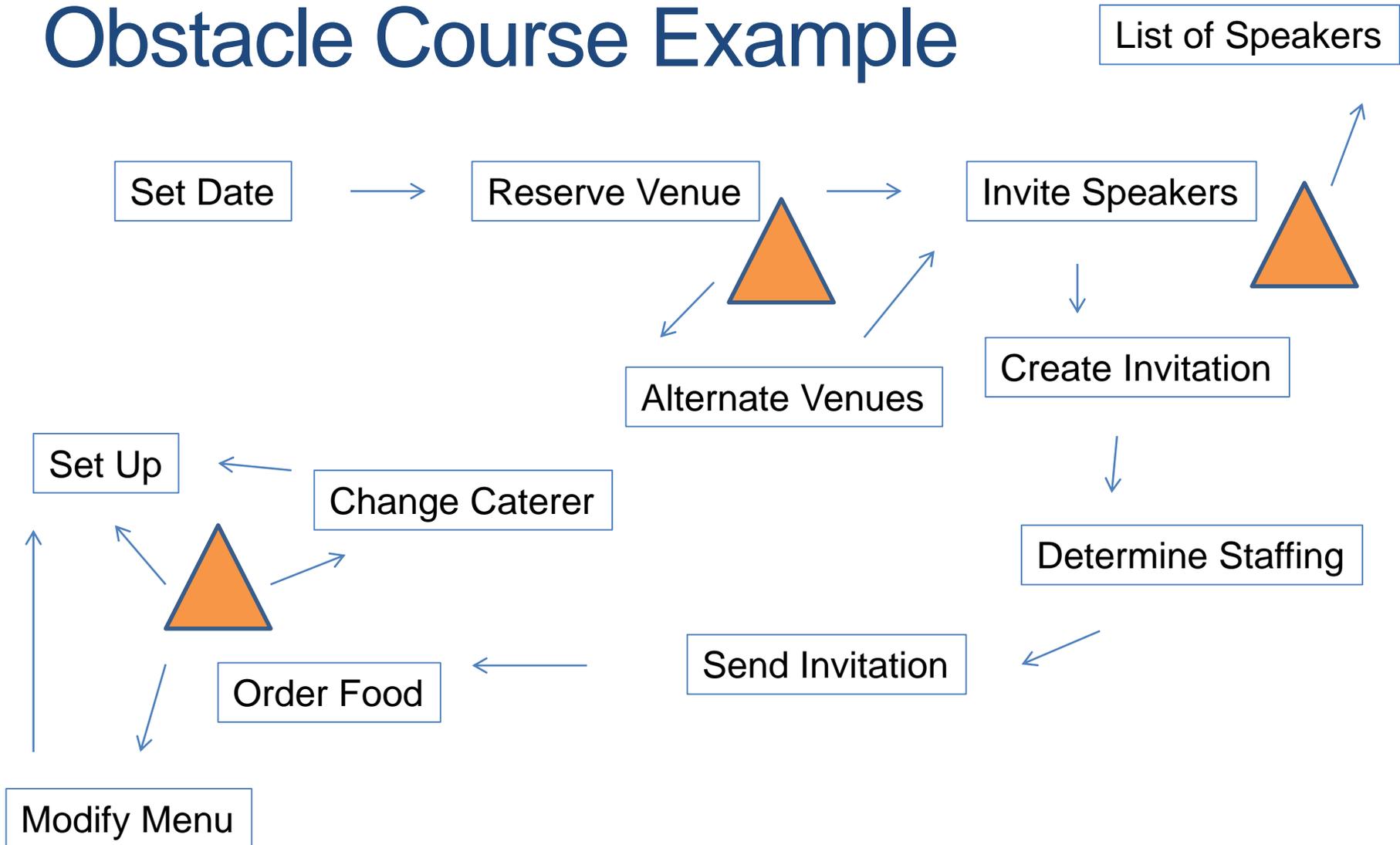
Obstacle Course Example



Obstacle Course Example

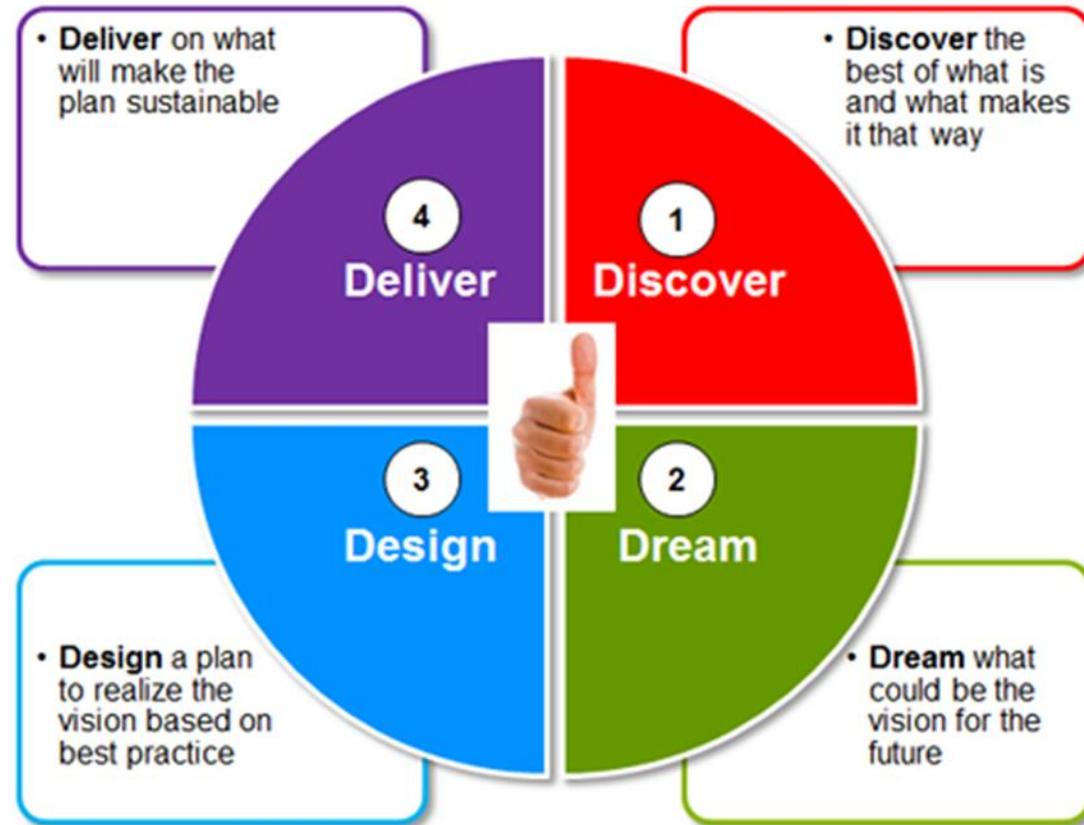
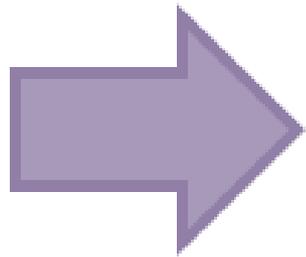


Obstacle Course Example



Deliver

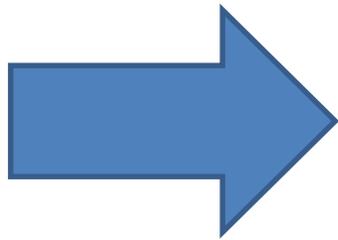
Appreciative Inquiry Process



Giving Feedback

- Speak the truth
- Stay positive and practical
- Praise that the team do, not what they are
- Avoid comparing to others
- Ask questions
 - What will you do if you run into roadblocks?
 - What will you do if you think your goals may be changing?

Don't Settle



Don't Settle Questions

- You have done great so far, but what is one thing that you could do even better?
- What would happen if I challenged you to take it a step further? What would you need to do differently?
- If you were going to raise your own internal bar of expectations, what would that mean?

Thank you

