CO-CREATING HOPEFUL FUTURE STORIES THROUGH AN APPRECIATIVE LENS

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SESSION OVERVIEW

- Introductions
- Learning Outcomes
- Overview of Appreciative Practices
- AI Stages & Principles
- Principles of Storytelling
- Victim/Creator Language
- Application of Learning
BE READY TO ENGAGE
WHO IS SARAH?

PROFESSIONALLY

- Experiential Education Professional at LCCC
- Experience in Student Affairs and Career Services
- Background in conducting Appreciative Inquiry Processes

PERSONALLY

[Image of Sarah and another person]
PROFESSIONALLY

- Career and Academic Advisement Professional at LCCC
- Experience in Enrollment Services and Student Success
- Background in creative non-fiction and storytelling

PERSONALLY
WHO ARE YOU? DEVELOPING A COMMUNITY

- Name
- Institution
- Role
- Reflect
  - Who are your two biggest role models? Why are they role models to you and what about them do you hope to emulate?
As a result of this session, participants will be able to:

- Relate the 4 stages and 5 principles of AI to academic and career advising;
- Describe the impact of storytelling to on dynamic advising;
- Develop appreciative practices to facilitate productive conversations with students; and
- Apply learning to their own professional context.
Appreciative Inquiry is the study and exploration of what gives life to human systems when they function at their best.

This approach to personal change and organization change is based on the assumption that questions and dialogue about strengths, successes, values, hopes, and dreams are themselves transformational.

(from The Power of Appreciative Inquiry by Diana Whitney and Amanda Trosten-Bloom)
APPRECIATIVE INQUIRY IN ACADEMIC AND CAREER ADVISING

- Improvisational and flexible.
- Action-focused
- Question-based
- Possibility-focused
- Solution-focused
OVERVIEW OF APPRECIATIVE PRACTICES
PROBLEM SOLVING vs APPRECIATIVE PRACTICES

Problem Solving

FILL THE GAPS

THE QUESTIONS

What is wrong?
How do we fix it?

PAST

Appreciative

REALIZE THE POSSIBILITIES

THE QUESTIONS

What is working?
What is possible?
What will you do...?

PRESENT

FUTURE
APPRECIATIVE PRACTICES

Appreciative Inquiry

Appreciative Advising
Appreciative Coaching
Appreciative Leadership
AI STAGES AND PRINCIPLES
The AI process is broken down into 4 Stages, call the 4 D’s:

- **Discovery**: The identification of what works well.
- **Dream**: The envisioning what would work well in the future.
- **Design**: Planning and prioritizing what would work well.
- **Delivery**: The implementation of the proposed design.
FIVE PRINCIPLES OF AI

- The Constructionist Principle
- The Simultaneity Principle
- The Poetic Principle
- The Anticipatory Principle
- The Positive Principle
THE CONSTRUCTIONIST PRINCIPLE

WORDS MAKE WORLDS
THE SIMULTANEITY PRINCIPLE

INQUIRY CREATES CHANGE
WE CAN CHOOSE WHAT WE STUDY
THE ANTICIPATORY PRINCIPLE

IMAGE INSPIRES ACTION
THE POSITIVE PRINCIPLE

POSITIVE QUESTIONS LEAD TO POSITIVE CHANGE
APPRECIATIVE PRACTICES

In every individual or system something works.

What we focus on becomes our reality.

Reality is created in the moment, and there are multiple realities.

People have more confidence to journey to the future (the unknown) when they carry forward parts of the past (the known).

The act of asking questions of an organization or person has influence.

The language we use creates our reality.
Describe an experience in your work in which you have learned something significant.

- Who else was involved and what did they do?
- What did you do to foster your own development?
- What made this a highpoint learning experience?
HUMAN SYSTEMS WANT TO MOVE IN A POSITIVE DIRECTION LIKE PLANTS SEEKING THE SUN
THE POWER OF STORYTELLING
Narratives in Advising Sessions should be:
- Authentic
- Asset-based
- Sincere
A STORYTELLING EXAMPLE
APPRECIATIVE CONVERSATIONS
Finding the “Positive Core”
Reframing Challenges into Opportunities
FINDING THE POSITIVE CORE TO PROMOTE HOPEFUL FUTURE STORIES
FLIPPING THE SCRIPT

VICTIM LANGUAGE
- Victims Focus on their Weaknesses
- Victims Make Excuses
- Victims Complain
- Victims Compare Themselves Unfavorably to Others

CREATOR LANGUAGE
- Creators Focus on How to Improve
- Creator Seek Solutions
- Creators Turn Complaints into Requests
- Creators Seek Help from Those More Skilled
FLIPPING THE SCRIPT

VICTIM LANGUAGE
- Victims See Problems as Permanent
- Victims Repeat Ineffective Behaviors
- Victims Try
- Victims Predict Defeat and Give Up

CREATOR LANGUAGE
- Creators Treat Problems as Temporary
- Creators do Something New
- Creators Do
- Creators Think Positively and Look for a Better Choice
THE POWER OF REFramING
“I’m terrible in this subject.”

“I’ll never understand this subject. It’s a waste of time to study.”

“Going to the tutoring center is no help. There aren’t enough tutors.”
ULTIMATELY, WE CREATE THE FUTURE WE IMAGINE.
QUESTIONS FOR PERSONAL REFLECTION

- Where did you resonate with this topic?
- How will you apply some of these lessons or techniques?
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REFERENCES


