

# Finding The Sweet Spot of Engagement: Using Appreciative Inquiry and VIA



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# Inquiry

- Turn to one of the people closest to you
- Ask this question
- “Name a time when you had a really good learning experience
- What strength did you bring to that experience

# Why VIA and Appreciative Inquiry



- The Gallup Student Poll revealed that a school's commitment to strengths is associated with higher student engagement. Around 84% of students who strongly agreed with "My school is committed to building the strengths of each student" were engaged at school, as measured by the 5-item Engagement Index. Only 3% of students who strongly agreed

# The Crisis of Employee Disengagement



- 29% engaged
- 54% not engaged
- 17% actively *disengaged*

**People who use their strengths more are more engaged at work**

The opportunity to do what you do best each day, that is, using our strengths, is a core predictor of workplace engagement, which in turn is a core predictor of a range of business outcomes (Harter, Schmidt, & Hayes, 2002).

Similarly, Minhas (2010) found that work engagement increased when people developed either their realised or unrealised strengths

# The *POWER ZONE* of strengths

**Talents**



+

**Interests**



+

**Resources**



+

**Character**



# Character Strengths: The Value-Add

- The “What” and “Why” – *“What should/can I do and to what purpose?”*
- The “Who” - *“How do I connect with what I’m doing and the people I’m doing it with?”*



# To Make the Biggest Difference in the World

☠️ Red Cape: Can stop “bad” things.

👍 Green Cape: Can grow “good” things.

☯️ To make the most difference in your life or organization, which would you choose?



**“First we create our structures,  
and then our structures create us.”**

– Winston Churchill



# Integration

Individual strengths in positive organizations



**Moonlight Sonata** Ludwig van Beethoven  
*Arranged for*

**Adagio Sostenuto**

A page of sheet music for the Moonlight Sonata, showing the first few staves with musical notation, including notes, rests, and dynamic markings like *pp* and *cresc*. The music is in G major and 4/4 time. The first staff has a 4-measure rest followed by a melody starting on G4. The second staff continues the melody. The third staff shows a bass line with a *cresc* marking. The fourth staff shows a piano accompaniment with triplets. The fifth staff shows a piano accompaniment with triplets and a *cresc* marking.

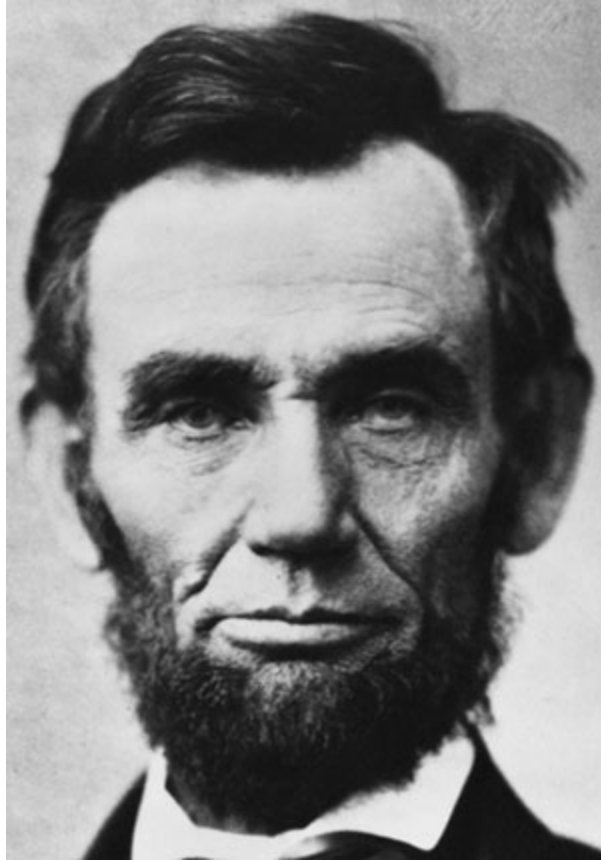
# Name the Signature Strength...

Name one or more of the Signature Strengths of the individuals presented.

- Refer to the Via classification for a list of strengths



# Abraham Lincoln



# Rosa Parks



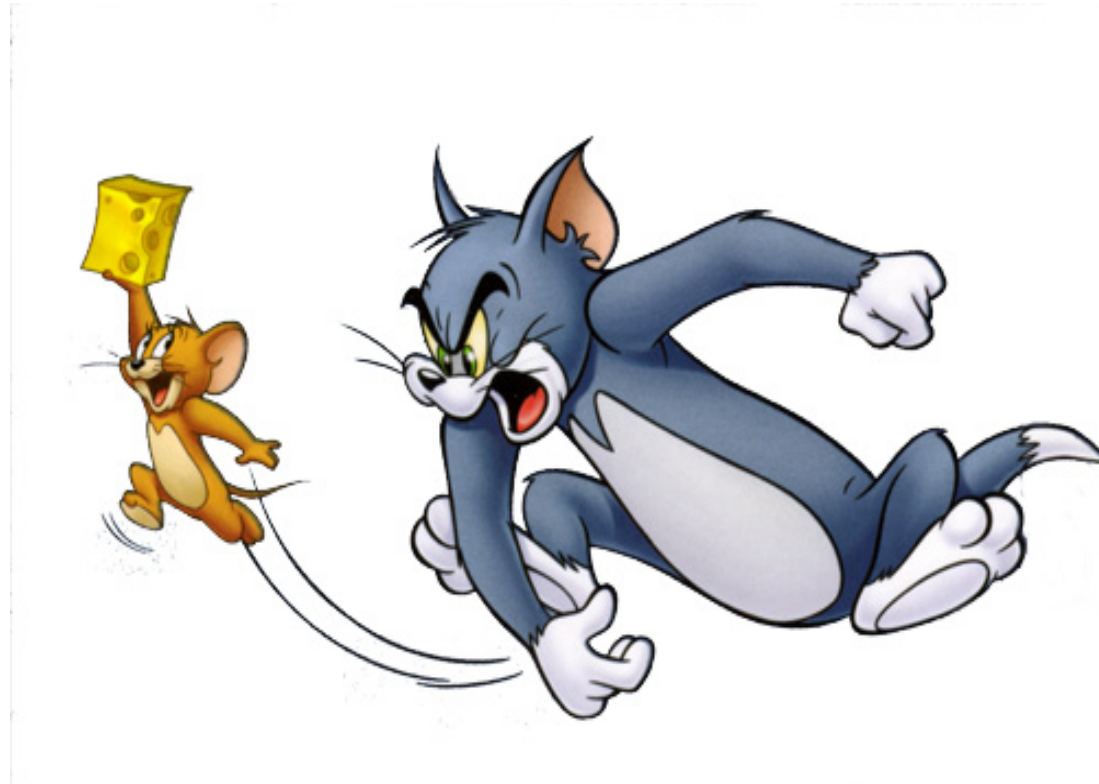
# Pablo Picasso



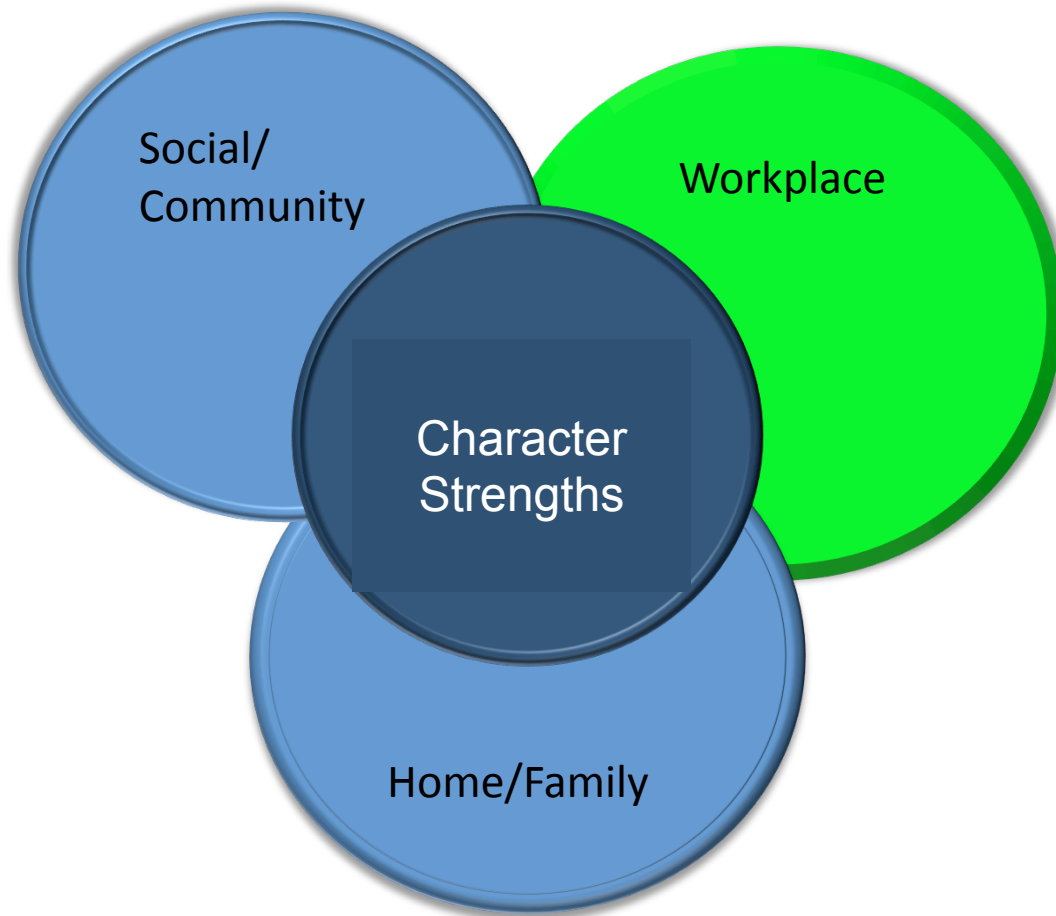
# Mother Theresa



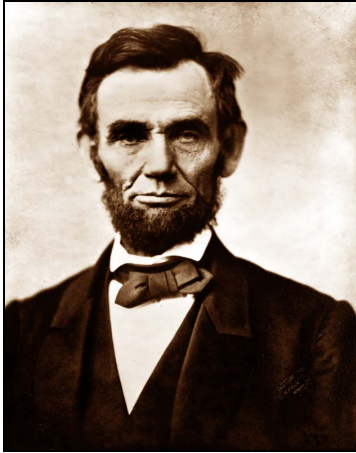
# Jerry



# The context



# What if?



Abraham Lincoln



Rosa Parks



Mother Teresa



Picasso



Jerry

# Becoming a Dream Team: *“This is your moment. You’re meant to be here.”* Herb Brooks





## Team- exercise

- Think of a team where you have experienced high productivity – what strengths did you bring to that experience, be as specific as possible, using the VIA character strengths, what strengths did you specifically bring and how did they work in concert with the strengths of others. Describe what that experience was like.

# Core Processes of AI



# A Model for Working with Strengths

**1. Aware**



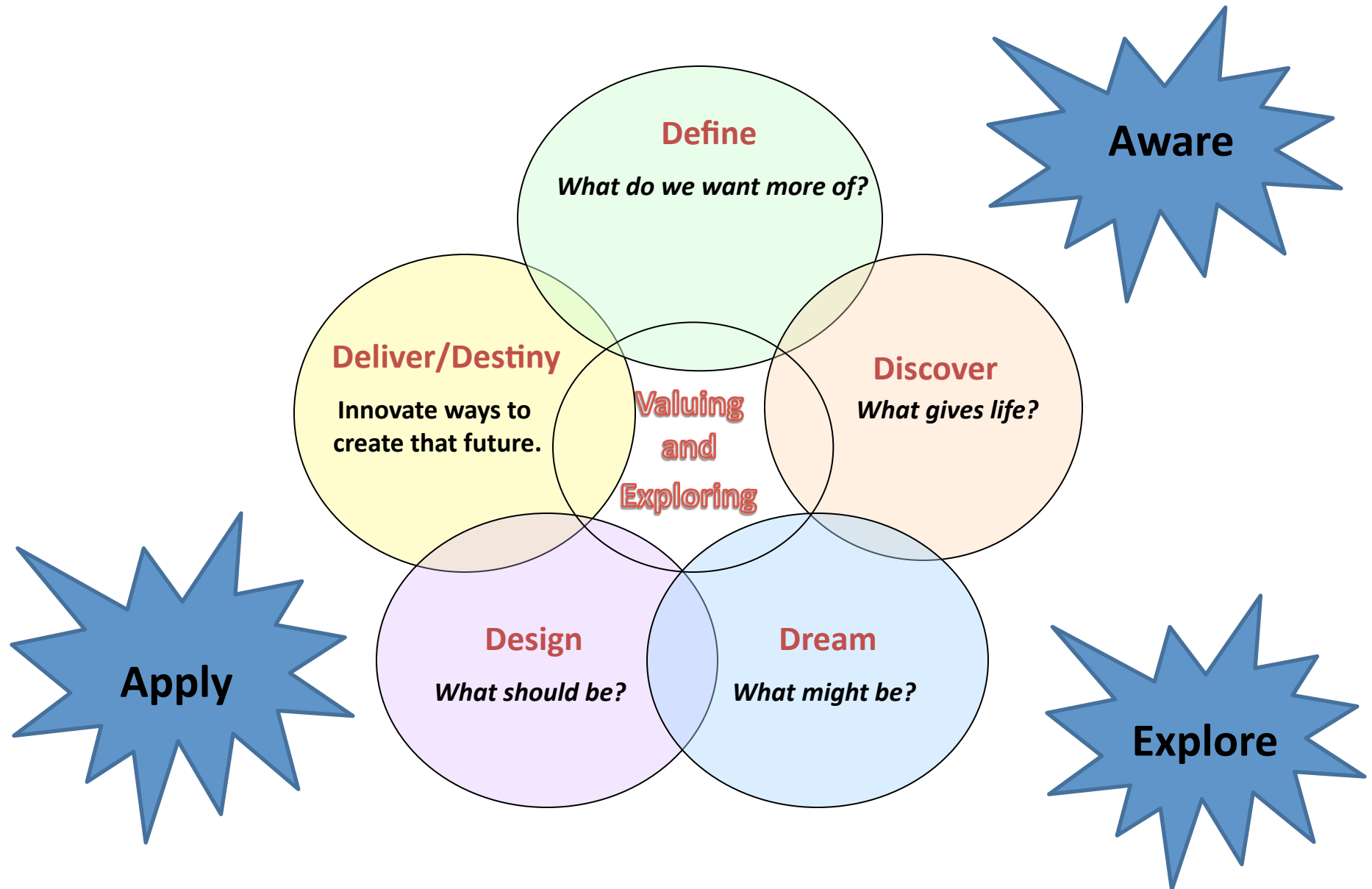
**2. Explore**



**3. Apply**



# Alignment of AI and VIA



# Imagine the Strength-Based Organization

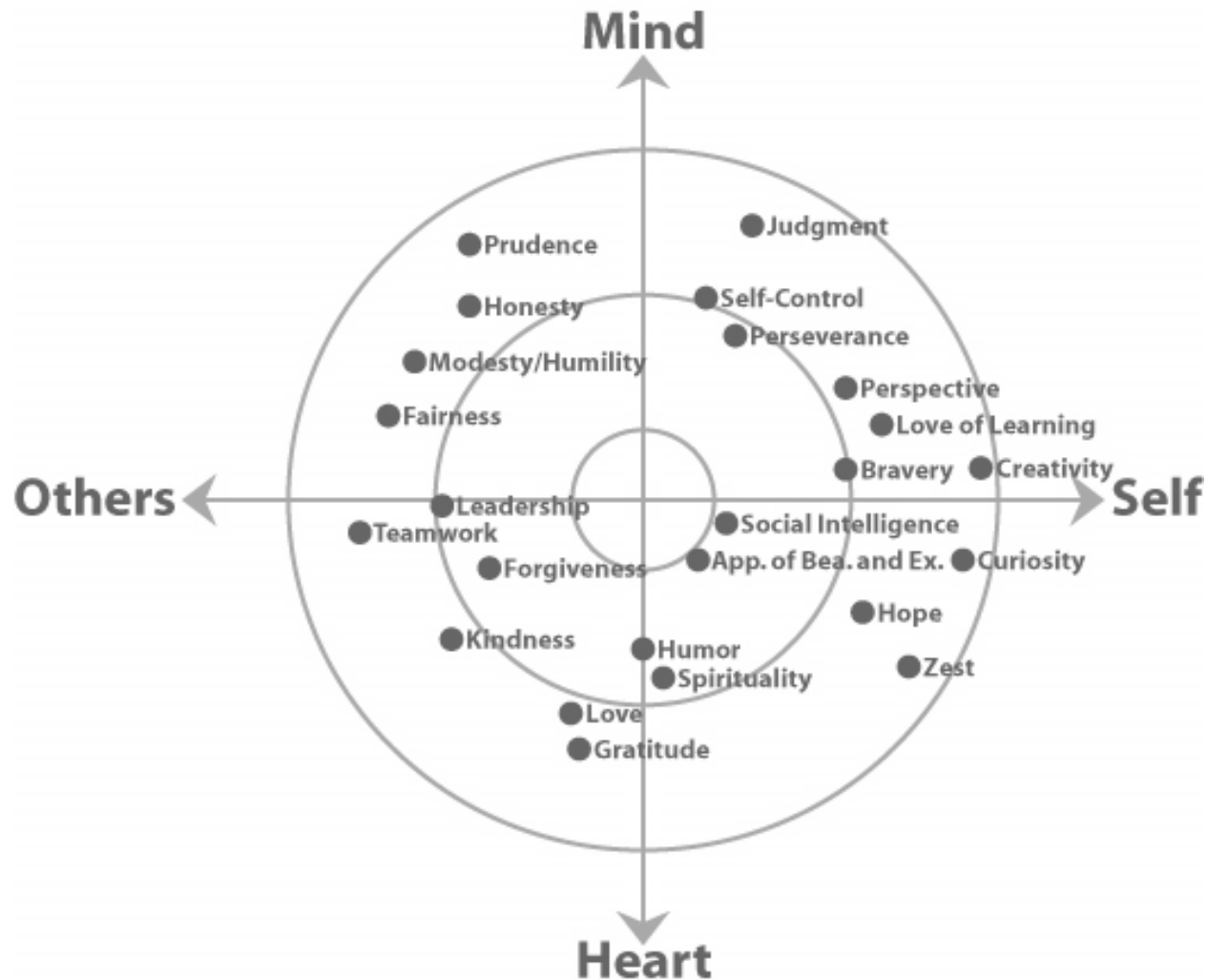


# An Appreciative Eye





# Strengths Circumplex



# Leadership Team: Five Highest Ranked Strengths



*The World as a Problem-to-Be  
Solved?*

*Or the World as Mystery?  
An Unlimited Universe of Strengths*

