



Using Effective Leadership Strategies in the Workplace

Appreciative Inquiry: A Strength-Based Approach to Career Development and Life Planning

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"A Strength-Based Approach to Career Development Using Appreciative Inquiry" is a new approach to career development for adult learners – one that applies the systems approach of Appreciative Inquiry (focusing on building upon strengths and managing around weaknesses) to the process of finding one's "life passion". The strength-based approach to career development is based on the simple assumptions that every individual has something that works well and that these strengths can be the starting point for creating positive action plans and for developing and reaching new goals.

This program is ideally suited for individuals either currently facing job/career uncertainty or those who are planning some sort of a career change. The focus is on asking unconditionally positive questions that strengthen an individual's capacity to comprehend, anticipate, and heighten positive potential.

- I. An Introduction to the Appreciative Inquiry Process: The 3 D's of the Strength-Based Approach Cycle
 - a. Who am I? Where am I going? How Do I Get There?
 - b. A New Perspective: Appreciating, Envisioning, Co-Constructing, and Sustaining
 - c. Core Processes
 - d. Significant Personal and Professional Successes
 - e. 10 Commandments of Career Development and Life-Planning

- II. Discovery Phase
 - a. 10 Key Questions
 - b. The Appreciative Interview
 - c. Developing Images of a Positive Future
 - d. What's Out There vs. What's In There
 - e. Assessment: the Best of What Is
 - f. Tuning Your Scanner

- III. "Dream" Phase
 - a. 3 or 4 Myths of Career/Life Planning
 - b. Locating Personal Themes
 - c. Real vs. Ideal Work-Life Scenarios
 - d. Dealing with Practical Realities
 - e. Integrative Life-Planning
 - f. Choose, Prize, Act

IV. Design Phase

- a. Innovative Ways to Create the Future
- b. Change, Adapt, or Adopt
- c. 10 Times More Bold ("Super" Propositions)
- d. Sequence for Success: Shoulds, Wants, and Will
- e. Action Plans: The "Will Do" Goals

V. Destiny Phase

- a. Managing Roadblocks and Bumps in the Road to Build on Strengths
- b. Sustaining Positive Possibilities
- c. Building Your Own Personal Portfolio
- d. So What?

The program is highly interactive in nature, and attendees will participate in a number of "hands-on" activities throughout the day. They will also leave the program with several specific action items that can be carried forward in their personal and professional lives.

Contact Robert K. Bitting To Learn More About This Topic

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