

Martin Galpin & Michele Deeks

Tools to Facilitate Appreciative Discussions

Building a positive culture is, in part at least, about shifting the focus of the organisation to build on what is working, appreciating strengths and growing strong positive relationships. A significant part of achieving this shift is changing where we focus our attention and the questions we ask. These are seemingly small changes but can be difficult to implement in a practical, engaging way on an ongoing basis.

In our interactive demonstration, we will introduce visitors to exercises that can be used both inside and outside of the classroom. Based around the questions we ask and where we focus, these approaches can be used to develop strong positive relationships, compassion and gratitude – three enablers of positive climates.

Delegates will be able to try out a short exercise using the words and images on the 'At My Best' strengths cards. Visitors will use the visual and tactile stimulus of the cards to reflect on the qualities they appreciate in a particular individual. This will be run as an interactive, paired exercise, in a group format, with the opportunity to explore how that exercise can be adapted and extended to achieve different and additional outcomes.

In addition to the practical activities with the strengths cards, we would like to show a short video that introduces a related online tool that can be used to share strengths-based feedback with either staff or students. This video would ideally be positioned alongside the card demonstration and would be on a loop.

Martin Galpin & Michele Deeks

Martin and Michele are Chartered Psychologists (BPS) and Registered Occupational Psychologists (HCPC) in the UK, with a passion for applying positive psychology in simple, practical ways. They are founding directors of Work Positive, where they have co-created the At My Best® brand of tools, which are now used world-wide in schools and workplaces.