

Contents

Preface.....	5
I. Shifting to a Strength-Based Approach	6
Career Development and Appreciative Inquiry.....	6
Moving Toward a Strength-Based Approach.....	7
Foundational Concepts.....	8
Important Guiding Definitions.....	9
Appreciative Inquiry (AI).....	9
Career	9
Career Development	9
Integrative Life Planning (Hansen, 1997)	9
Life-Giving Forces.....	10
Positive Core.....	10
Positive Possibilities	10
Blending Career Development and Appreciative Inquiry	10
Traditional Approach to Career Development.....	10
An Appreciative Inquiry Approach.....	12
The Strength-Based Blended Approach	13
A Strength-Based Approach to Career Development.....	14
The Process.....	14
A Comparative Look at Other Strength-Focused Approaches	14
Developmental Assets.....	15
Gallup Data.....	15
Signature Strengths.....	16
Caveats.....	16
Summary	18
Looking Ahead	18
II. An Appreciative Inquiry Primer	19
What is Appreciative Inquiry	19
Defining Appreciative Inquiry	19
History	20
The Five Principles of Appreciative Inquiry	21
The Constructionist Principle.....	21
The Principle of Simultaneity.....	21
The Poetic Principle.....	22
The Anticipatory Principle	22
The Positive Principle.....	22
The Appreciative Approach Processes and the 4-D Cycle	23
The 4-D Cycle	23
The Positive Core.....	23
The Appreciative Interview	24
Conclusion.....	24

III. Appreciative Inquiry and Career Development.....	26
The 4-D Cycle: Discovery, Dream, Design, and Destiny.....	26
Selecting an Affirmative Topic	26
What Gives Life? The Discovery Phase	27
What Might Be? The Dream Phase	29
What Should Be The Ideal? The Design Phase	30
How to Empower, Learn, and Adjust/Improvise? The Destiny Phase	30
Summary	32
IV. Implementing a Strength-Based Approach.....	33
Implementing a Strength-Based Approach to Career Development	33
Application to Different Settings.....	33
The Workshop Example	34
Session One	34
Session Two	40
Resources.....	42
Conclusion.....	43
Appendices.....	45
Appendix A: Transition from Career Development to the Strength-Based Approach.....	47
Appendix B: Activities.....	49
Activity 1: Building on Your Strengths <i>Interview Guide</i>	51
Activity 2: Images of My Positive Future	54
Activity 3: Locating My Personal Themes.....	56
Activity 4: My Ideal Work-Life Scenario.....	57
Activity 5: Innovative Ways to Create the Future: My Sequence for Success	58
Activity 6: Sequence for Success: Shoulds, Wants, & Will	59
Activity 7: Action Plan: My “WILL DO” Goal	60
Activity 8: Possible Bumps in the Road to Building on My Strengths	62
Appendix C: Building on Your Strengths <i>Interview Guide</i>	63
Building on Your Strengths <i>Interview Guide</i>	65
Summary Sheet	69
Appendix D: Building on Your Strengths <i>Participant Guide</i>	71
References.....	88