think positive!!

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Learning Objectives:

- Describe the elements of the appreciative inquiry process.
- Identify how appreciative inquiry can be incorporated into nursing courses or to change the practice environment.

THINK POSITIVE: An RN-BSN Leadership Course Preparing Students to be Change Agents Through Appreciative Inquiry
What is Appreciative Inquiry?

- **Appre’ci-ate**, v., 1. valuing; the act of recognizing the best in people or the world around us; affirming past and present strengths, successes, and potentials; to perceive those things that give life (health, vitality, excellence) to living systems. 2. to increase in value, e.g., the economy has appreciated in value. Synonyms: VALUING, ESTEEMING and HONORING.

- **In-quire’** (kwir), v., 1. the act of exploration and discovery. 2. To ask questions; to be open to seeing new potentials and possibilities. Synonyms: DISCOVERY, SEARCH and SYSTEMATIC EXPLORATION, STUDY.
Appreciative Inquiry Model

I2E2 Model
Jayne Felgen

Inspiration
Infra-structure
Education
Evidence

4-D
Discover
Destiny
Dream
Design

4-D: David Cooperrider
Purpose: Help nurses find their voice & empowerment

Design: 8-week course; 4 on-line modules

Assignments:
- Interview nurse manager/leader about a positive change experience.
- Identify and create a change project for current work setting.
- Identify key stakeholders & develop persuasive argument to ‘sell’ their project

Outcomes: Develop skills to create workplace environments that encourage a positive and effective workforce from the bottom up.²
Examples of student projects

1. Forming an Integrated Care Team on an Orthopedic Unit
2. Developing a CPR Training for Pediatric Home Care Families
3. Designing a standardize plan of care and parental education for late preterm infants
4. Creating a new perioperative holding process
Application to other nursing courses…

- **Community Health**: Asset-based community assessment
- **DNP Leadership course**: StrengthsFinder® assessment
Appreciative inquiry can have a role in transforming healthcare

- Examines what is working well & leveraging the organization’s strengths
- Focuses on positives and builds capacity

- May help restore nurses passion for the profession and desire to make a difference

Implications for Nursing
Conclusion

- BSN-prepared RNs need to be prepared to improve healthcare at the point of care.\(^7\)
- The Appreciative Inquiry Model is empowering –provides a different skill set and promotes positivity.
- Appreciative inquiry can help RNs improve the healthcare environment for patients and employees.\(^8\)


The End…
or perhaps a new beginning.