



Finding Your Voice Through an Appreciative Lens

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Introduction



Rebecca's Story



Betina's Story



3csn's Story



3CSN's Mission

Develop leaders in California community colleges who have the capacity to facilitate networks of faculty, staff, and students for curricular and institutional redesigns in support of increased student access, success, equity, and completion



Theory of Change

If we provide training on networking and we use action research methodologies, community college professionals will transform their environments and identities to create communities of practice (such as LAP, RA, and HoM) that will produce powerful learning and working across campuses. This will lead to greater student success.



Building Networks around Inquiry

1. What do we know about how learning works, and how can we redesign our institutions to best support learning?
2. How can all stakeholders, including students, better understand how our systems work and participate equitably in our transformation work
3. As we transform, how do we design for inclusive collaboration?

Building Networks around Inquiry

1. Builds knowledge needed to achieve our multifaceted change initiatives
2. Engages and builds relationships with as broad a swath of stakeholders as possible.



Agenda

Understanding Appreciative
Inquiry (AI)

Table Discussion

Areas for Growth

Share Outs

Knowing Your Value



Connections & Relationships

Across COM





In order to get to know each other, please share with a person next to you your **relic/object/heirloom** and what brought you into higher education.

Consider sharing what it is, where it's from, how it came into your experience/possession, and/or a memory connected to it.



Areas for Personal/Professional Growth

There are a lot of areas for growth: Here are just a few important ones:

- 1. Social Growth**
- 2. Growth Mindset**
- 3. Communication Skills**
- 4. Emotional Growth**
- 5. Mental Health Growth**
- 6. Setting Goals**

Each of us has taken a critical step toward growth

Areas for Growth

- **Social Growth** – development of an individual's knowledge and ability in dealing with other individuals and groups. Social growth is not limited to conformity; much social growth can lie outside the range of cultural expectations.
- Each of us has taken a critical step toward growth
- **Growth Mindset**– A growth mindset, as conceived by Stanford psychologist Carol Dweck and colleagues, is the belief that a person's capacities and talents/abilities can be learned or improved over time.
- **Communication Skills** - are essential, especially in the workplace, because they can improve your relationships and build connections with your peers, students, leadership, and the community. These skills include written, verbal, and nonverbal communication.

Areas for Growth

- **Emotional Growth** – focuses on the development and management of your feelings and how you react to situations. It allows you to process and evaluate your feelings in any situation and helps you choose an appropriate course of action.
- **Mental Health Growth** – involves taking care of your body and using it in productive ways by eating nutritious meals, exercising regularly and getting adequate sleep. When you feel better physically, you may find it easier to focus throughout the day.
- **Setting Goals** - a goal is a) identifying something that you want and b) are willing to stick with a plan of action to achieve it

The Weave of History





When is a time you've received feedback that was helpful to you?
Why was it helpful to what you were doing/learning?

Read *The Weave of History* and share a golden line and why you selected it.

You will have 4 minutes to read and 8 minutes to share with someone at
your table.

Select someone as a assigned discussion leader to do a whole group
share out.





“

Share out

”





Weaving our Conversations

Weaving is a method to direct or move along in a winding or zigzag course; move from side to side, especially to avoid obstructions: It is a production in which two distinct sets of yarns or threads are interlaced at the right angles.



Ways to Talk About Your Success





Think of 1-2 accomplishments, something you are proud of. Could be recent or not so recent. Could be a personal or professional accomplishment, big or small. **Anything you feel is something to be proud of.**

You will have 4 minutes to read and 8 minutes to share with someone at your table.

Select someone as a assigned discussion leader to do a whole group share out.





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Share out

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Knowing your Value and Finding Your Voice



The purpose of getting comfortable with talking about accomplishments is to help you find your self worth and your voice so that you are prepared to advocate for yourself in any given situation—personal or professional. Acknowledging your successes also helps in identifying your personal/professional values, goals, and aspirations and aligning them with the campus's objectives.

Finding your voice also helps in setting boundaries, and speak of your needs to fulfill your job responsibilities, exploring interests and pathways, but especially as an advocate for students' needs for services and resources.





What's Next

“What is Your Why?” Breakout I Area of Focus: Appreciative Inquiry

Discovery – Acknowledging and appreciating what ‘is.’
In other words: Discovering your strengths, abilities, and what you believe gives life meaning.

Dream – Imagining and appreciating what will be.
Your success, ideal self, the ideal workplace, and what might be.

“Connections at COM” Breakout II Area of Focus: Connecting with Colleagues

Building and strengthening relationships across campus to meet students needs.





Thank you



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