The Think Tank Approach

• Change does not occur in a coherent, linear fashion.
• Conversations may appear to be chaotic, discontinuous, undetermined.
• Ask “Why Not.”
• Novelty over consensus.
• Through strength-based thinking we create a highly intensive and energizing conversation.
• We improve the teaching and learning process though conversations.
What is Strength-based Thinking?

- Focusing on what works.
- Seeking objections and alternatives.
- Believing untapped valuable resources are everywhere.
- Understanding discovery begins with a single question.
- Finding what we seek.
- Ignoring deficits.
By Focusing on Problems...

• We discount the power of strengths.
• We become experts on problems - not solutions.
• We become divided and frustrated.
• We waste energy.
• We look for heroes and villains.
• We become dependent on others.
The Power of Our Thoughts

• No one is expendable.
• Individual thoughts sustain and reject what is believed to be true.
• Change begins when we change our mind.
• Our beliefs and strengths are a powerful force for change.
• We co-construct our reality.
Blueprint for School Change

What Works?

- Individual Talents
- Successful Behaviors
- Strength Based Stories
School Change Begins With What Works

• **Identifying talents - Discover Your Strengths**

• **Putting strength-based stories to work - Appreciative Inquiry**

• **Identifying successful behaviors - Positive Deviance**