Harnessing the Power of What Works
Teacher Think Tank Guide to Strength-Based Thinking
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

- Individual Talents
- What Works?
- 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