

Positive Inquiry At-A-Glance

What is Positive Inquiry?

- Addresses the person's strengths and positive potential
- Deliberately seeks to discover the VISTA's unique gifts, traits, and qualities.
- Focuses on empathy

Core Components of Positive Inquiry

A deep desire and ability to:

1. Listen, understand, exclude judgment or assumptions
2. Ask open-ended questions, dialogue, consistently clarify
3. Ensure confidentiality
4. Create a safe environment to support openness
5. Recognize and respect unique communication styles

Do I have all the information I need to consider and to meet this VISTA's unique needs to ensure their success?

What resources do I / will I need?

Languaging Positive Inquiry: Open Ended

- "Help me understand"
- What natural strengths and talents are you bringing with you to your VISTA experience?
- Describe what strengths you have that will help you cope as with the unknown and unpredictable as you begin your VISTA year.

Languaging Positive Inquiry: Focusing on Strengths

- Have you had previous situations where you had to deal with a new beginning and the lack of predictability that comes with that? Tell me how you managed those situations? What especially worked for you?
- What could you use from your past coping strategies to help you adapt to your VISTA role and responsibilities?
- Describe what would help you feel confident as you begin your VISTA year.

Languaging Positive Inquiry: Connecting to Individual Development Plan

- How have your strengths, talents helped you cope in the past with new beginnings, let's talk about what you need personally and professionally to succeed this year.
- At PSO, you worked on an IDP, Individual Development Plan. Let's look at it together and see how we can ensure you achieve your goals.
- As your supervisor, how can I support you in achieving your IDP goals?

Languaging Positive Inquiry: Knowing Communication Styles

- At PSO, you also talked about communication styles; let's share our styles with each other.
- Are they complementary or different?
- If different, what accommodation(s) do we need to make to ensure clear communication and consistent feedback with each other?

Languaging Positive Inquiry: Observe & Inquire

- Level of anxiety or nervousness
- Inquire and explore the 'specifics'
- Identify when there is a comfort with change
- Consonant behaviors

The key ingredient for continuing success:

Build strong foundations between you and your VISTA using Positive Inquiry techniques