

APPRECIATIVE INTELLIGENCE RESOURCE GUIDE

RESOURCES FOR LEADING AN APPRECIATIVELY INTELLIGENT LIFE

APPRECIATIVE LISTENING

This exercise guides you through the 7 steps of active listening. Practice these steps and you will have mastered one of the foundational skills of leading an Appreciatively Intelligent life at home and at work.

GRATITUDE

Gratitude is as simple as noticing the gifts and blessings in our lives. An effective way is to keep a gratitude journal. At the start or end of each day, write at least one thing you are grateful for. It can be something small, and if you are wondering what is appropriate, check out some of the “small notes of thanks” that posted on the [Thx Thx Thx](#) website.

GROWTH MINDSET

According to Carol Dweck’s book [Mindset](#), the one thing that separates successful people from unsuccessful ones is whether they think their intelligence and abilities are fixed. Watch this video of Carol Dweck discussing [how to develop a growth mindset](#). Follow these [4 steps to develop a growth mindset](#) in your Appreciatively Intelligent life.

HAPPINESS ACTION PACK

Download the Action for Happiness, Happiness Action Pack: a manual and comprehensive exercise guide that “puts the science of well-being into practice.”

HAPPINESS APS

15 apps to download to your phone that put all the science of happiness at your fingertips. My favorites are the Gratitude Journal, Happy Habits, Pay It Forward.

HAPPINESS AT WORK SURVEY

The free Happiness at Work Survey distills 12 years of experience working with local, national and international bodies focused on creating measures of wellbeing, including the EU’s statistics office, Eurostat, the UK Office of National Statistics and the OECD. The latest wellbeing research is applied to work and organizational settings and can be used as a tool to create organizational culture change, the key to Appreciatively Intelligent organizations.

40 WAYS TO BE HAPPY

“Scientifically proven” practices that are designed to make you happier. Find one (or more) that you like and explore the resources linked to the practice to help you get started building happiness.

MINDFULNESS

Mindfulness is a way of paying attention to the present moment. When we’re mindful we become more aware of our thoughts and feelings and better able to manage them. You can follow a free 10-day daily guided meditation on the [Headspace](#) website.

REFLECTED BEST SELF

The Reflected Best Self™ Exercise (RBSE) developed at the Center for Positive Scholarship, Ross School of Business, University of Michigan is a feedback seeking exercise that helps you identify and understand your unique strengths and talents. After you gather feedback from significant people in your life, the RBSE guides you through the process of creating a portrait of your best self and an action plan for leveraging your strengths.

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SAVORING POSITIVITY

You “savor positivity” when you relive positive moments. Create a screensaver of photos of your best memories or create a screensaver for your organization’s high points. Create a memory box or a shadow box of special moments that you hang on your wall. There are lots of fun ideas on [Pinterest](#). Or take this short course from [The Learned Happiness Skills Series](#), which teaches you 7 different ways to savor and gives you a fun, savoring exercise to try. You might also enjoy this [Meaningful Photos](#) exercise from the Greater Good Science Center at Berkley.

STRENGTHSFINDER

The Gallup Poll has found that people who use their strengths every day at work are happier and more effective. Use the tool for yourself or with your team. And when you have learned what your top 5 strengths, use this [exercise](#) to develop your strengths to live an Appreciatively Intelligent life.

VISUALIZE IT

“Everyone can use imagery to prepare for all kinds of situations, including public presentations and difficult interactions,” says Daniel Kadish, Ph.D., a psychologist in New York City who guides clients in mental imagery. Research has shown that surgeons, musicians, and business executives have used it to focus and to improve their performance. Learn how to apply the techniques of [mental imagery](#) to your current challenge.

WHAT WENT WELL

This research proven exercise will strengthen your brain’s ability to see the positives. Appreciatively Intelligent people have learned that “what we focus on grows.” Use this exercise to increase your optimism and the possibilities available to you at work and at home.

YOUR BEST SELF

A cornerstone of Appreciative Inquiry is dreaming about the future. Here are the instructions for doing a dream exercise in 15 minutes. Use this exercise to creatively imagine the future you yearn for when you are at your best. This exercise can also be used with organizations.