

# Co-Designing an Appreciative Onboarding Process

Mykel Beorchia

October 16, 2024



# Thank you!



**Dr. Breanne Litts**

Professor

Utah State University



**Christina Morgan**

PhD Student

Utah State University



**Allisia Dawkins**

PhD Student

Utah State University

# Thank you!



**Shelly Kotynek**

Interim Executive Director of University and  
Exploratory Advising  
Utah State University



**Larry Smith**

Provost  
Utah State University



**Janet Anderson**

Chief of Staff  
Utah State University

# Thank you!



**Dr. Jenny Bloom**

Founding Director, Office of Appreciative  
Education

Professor, Department of Educational  
Leadership & Research Methodology



**Ashley Weinkoff**

Coordinator



**Bryan Hursh**

Graduate Teaching Assistant

**Office of Appreciative Education | Email: [oea@fau.edu](mailto:oea@fau.edu) | Website: [www.fau.edu/oea](http://www.fau.edu/oea)**





**"Co-design is an approach to designing with, not for, people. It involves sharing power, prioritizing relationships, using participatory means and building capacity" (McKercher, 2021, p. 8).**



**How can we use the Appreciative Education framework to co-design an onboarding process that recognizes the strengths and skills of both the new employee and the organization?**



# The Five Questions Every Onboarding Program Must Answer



Gallup, Inc. (2019). Create an exceptional onboarding journey for your new employees. Creating an Exceptional Onboarding Journey for New Employees.  
<https://www.gallup.com/workplace/247076/onboarding-new-employees-perspective-paper.aspx>



**What shared  
values and  
aspirations drive  
our work?**





**How do I notice  
my unique  
strengths  
contributing to  
our team?**



**How can I best leverage my strengths to make an impact and progress toward our shared goals?**



A large, bold, black number '4' is mounted on a white brick wall. The wall is composed of rectangular bricks with visible mortar lines. The number is positioned in the center-left of the image.

**Who are the key  
people I  
collaborate with  
to achieve our  
objectives?**



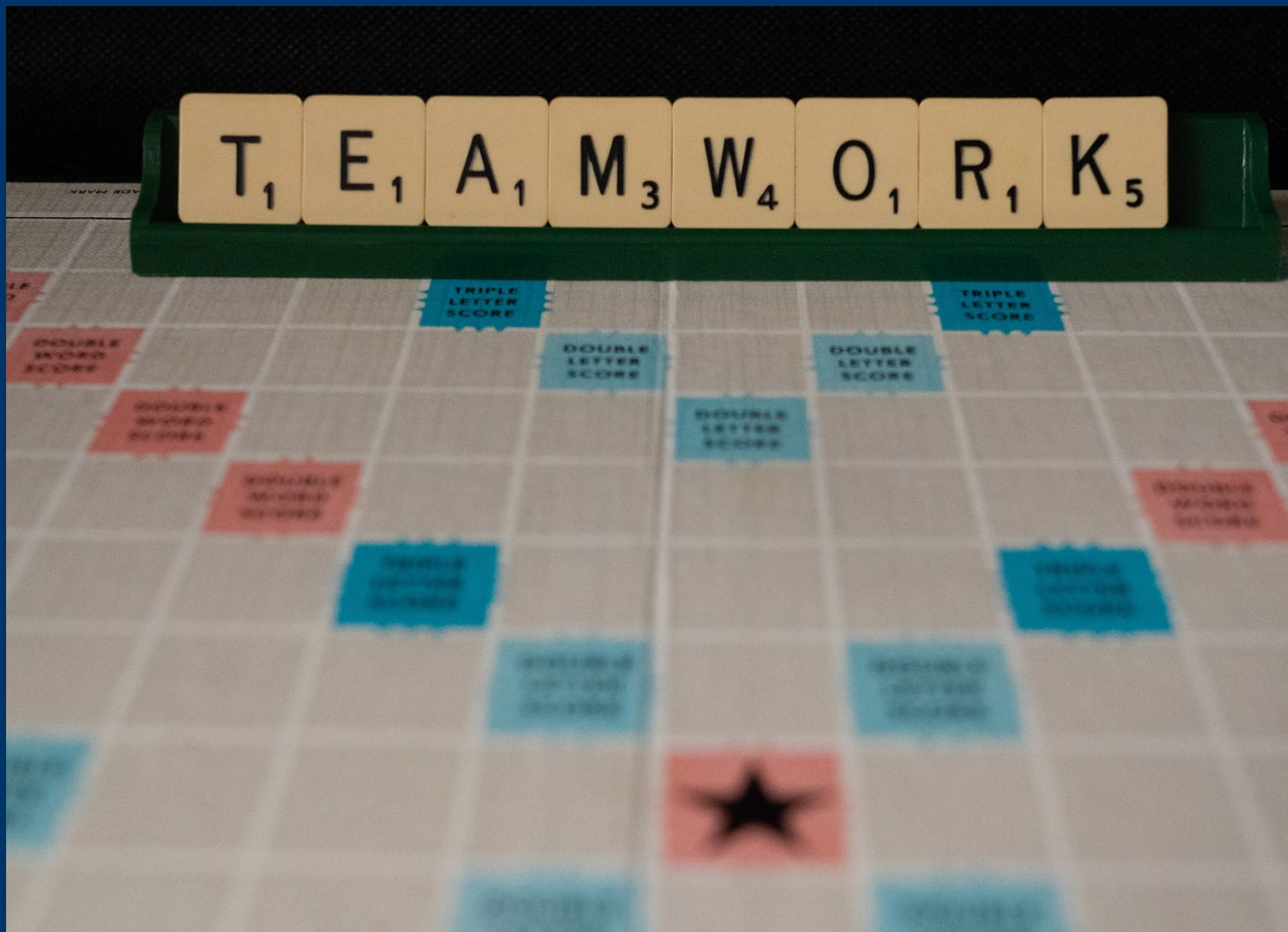


**Given my strengths  
and our shared  
vision, what  
exciting  
opportunities and  
growth paths are  
available for me?**

# Appreciative Inquiry & Employee Engagement







# Teamwork

Clayton, M. (2015). Appreciative Inquiry and employee engagement. [Master's thesis, Trinity Washington University]. [www.discover.trinitydc.edu/bgs/wp-content/uploads/sites/43/2014/07/7\\_CLAYTON-PUB-COPY-2015.pdf](http://www.discover.trinitydc.edu/bgs/wp-content/uploads/sites/43/2014/07/7_CLAYTON-PUB-COPY-2015.pdf).





# Energy

Clayton, M. (2015). Appreciative Inquiry and employee engagement. [Master's thesis, Trinity Washington University]. [www.discover.trinitydc.edu/bgs/wp-content/uploads/sites/43/2014/07/7\\_CLAYTON-PUB-COPY-2015.pdf](http://www.discover.trinitydc.edu/bgs/wp-content/uploads/sites/43/2014/07/7_CLAYTON-PUB-COPY-2015.pdf).



# Job Involvement

Clayton, M. (2015). Appreciative Inquiry and employee engagement. [Master's thesis, Trinity Washington University]. [www.discover.trinitydc.edu/bgs/wp-content/uploads/sites/43/2014/07/7\\_CLAYTON-PUB-COPY-2015.pdf](http://www.discover.trinitydc.edu/bgs/wp-content/uploads/sites/43/2014/07/7_CLAYTON-PUB-COPY-2015.pdf).



# Efficacy

Clayton, M. (2015). Appreciative Inquiry and employee engagement. [Master's thesis, Trinity Washington University]. [www.discover.trinitydc.edu/bgs/wp-content/uploads/sites/43/2014/07/7\\_CLAYTON-PUB-COPY-2015.pdf](http://www.discover.trinitydc.edu/bgs/wp-content/uploads/sites/43/2014/07/7_CLAYTON-PUB-COPY-2015.pdf).





Appreciative Education is "a framework for delivering high-quality education on both the individual and organizational level. It provides an intentional and [generative] approach to bettering educational enterprises by focusing on the strengths and potential of individuals and organizations to accomplish co-created goals" (Bloom, et al., 2013).

# 10 to 25 The Science of Motivating Young People: A Groundbreaking Approach to Leading the Next Generation—And Making Your Own Life Easier

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# 10 to 25

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The Science of  
Motivating Young People



A Groundbreaking Approach  
to Leading the Next Generation—  
And Making Your Own Life Easier

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DAVID YEAGER, PhD

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## Strategy 1: Internship

Disarm: "Creating safe environments where all members feel that their voice is valued and respected" (Bloom et al., p. 9).

## Discover

"Using [generative] open-ended questions focused on learning other people's perceptions of their own personal strengths and the strengths of the organization of which they are a member" (Bloom et al., p. 8).





# Guiding Discover Questions

How can I use my strengths  
& experiences to contribute  
in my new role?

How can I understand the  
strengths of the team?



# Mykel's Discover Prompts for Google Gemini

- **Could you please create categories from this job description? [paste job description]**
- **Great! Could you create Appreciative Advising questions to help me explore my strengths in these categories?**
- **What questions in these categories could help me explore the strengths of the team?**



# Strategy 2: My Role, My Strengths, & My Team

<b>My Role</b>	<b>My Strengths</b>	<b>My Team</b>
<b>Educational Leadership and Appreciative Education</b>	When have I inspired or motivated others to learn and grow? What are my strengths in curriculum development or instructional design?	How do the team's individual strengths complement each other? What are the team's biggest accomplishments in terms of educational initiatives?
<b>Community Building and Innovation</b>	What are my strengths in building and maintaining relationships? How could my creativity and innovation skills benefit the OAE?	How does the team build and maintain strong relationships with stakeholders? How does the team encourage creativity and innovation among its members?
<b>Research and Publication</b>	What are your research interests or areas of expertise? When have I conducted a successful research project?	How does the team disseminate its research findings to a wider audience? How does the team collaborate with other researchers and institutions?

# Dream

"Uncovering personal and organizational visions" (Bloom et al., p. 9)

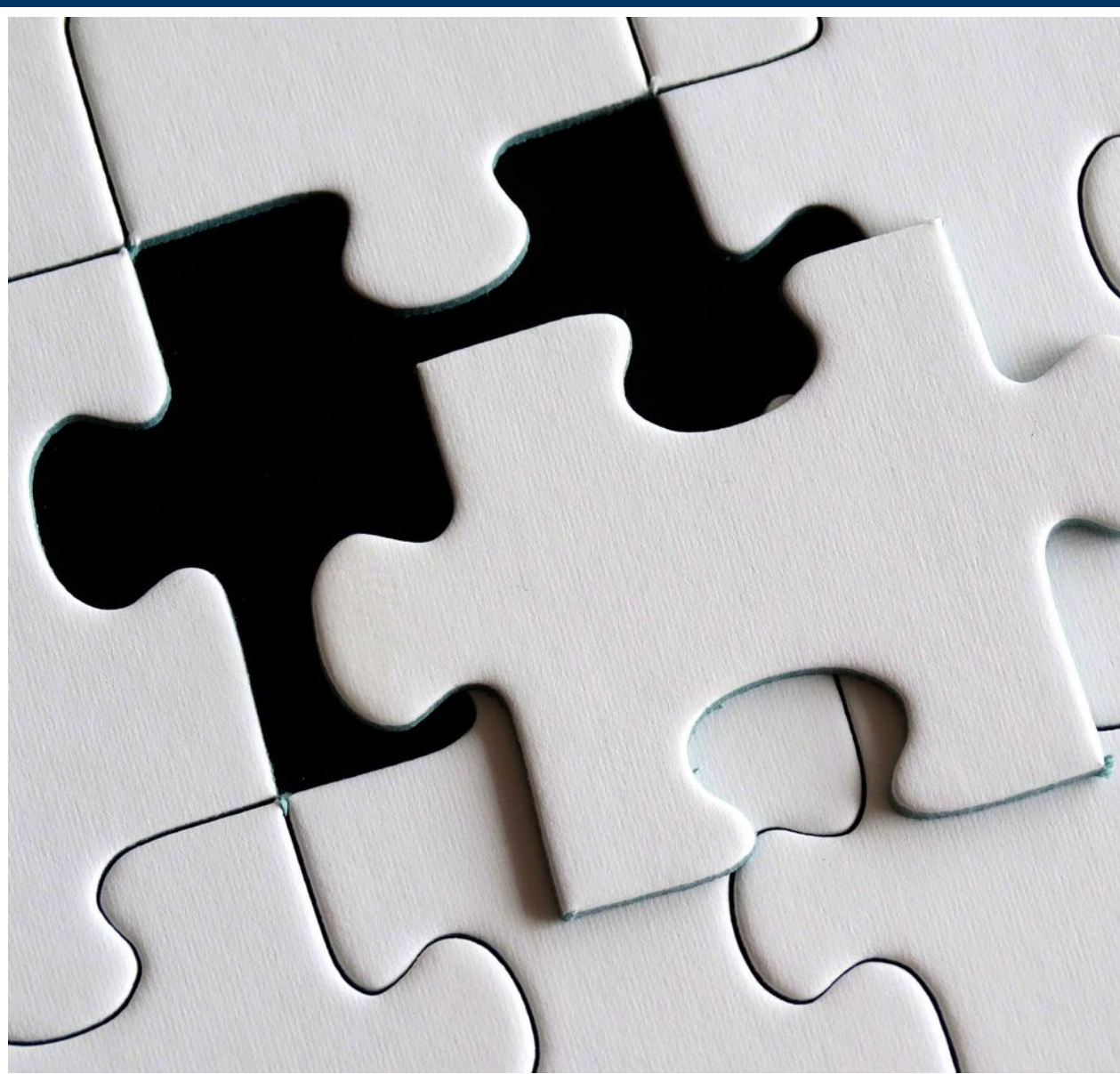




# Design

*Co-create a plan*

"Identify people in your life who can help you reach your goals" (p. 87, Bloom et al., 2013)



# Strategy 3: Making Meaning-My Team and Me

What (who) are this person's...	Me	Supervisor	Teammate 1	Teammate 2
Key roles?				
Special strengths and skills?				
Goals & dreams (role & office)?				
Partners?				

# Deliver

"Take responsibility for executing plans" (p. 87, Bloom et al., 2013)





## Don't Settle

"Set increasingly high expectations" for ourselves (p. 88, Bloom et al., 2013)

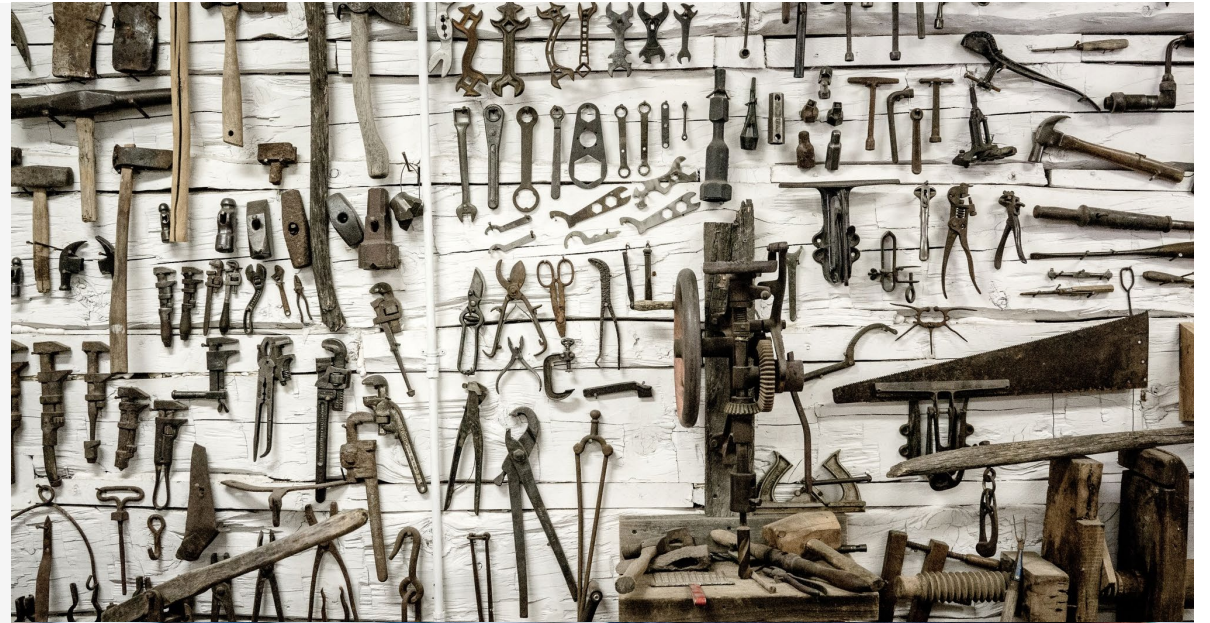
Adapted from Bloom  
et al., 2013:

What am I doing well since our last meeting?

What is one thing you could have done even better?

I want to be as best as I can in this role. Is there anything I can do differently?

# Onboarding Toolkit







# Contact

Mykel Beorchia

[mbeorchia@fau.edu](mailto:mbeorchia@fau.edu)