

# Constructive Appraisal

Enter every activity without giving mental recognition to the possibility of defeat. Concentrate on your strengths, instead of your weaknesses... on your powers, instead of your problems.

~ Paul J Meyer

- I. **DISCOVER:** *Identify what works well in your organization*
- II. **DREAM:** *Envision processes that would work well in the future*
- III. **DESIGN:** *Plan & prioritize those processes*
- IV. **DESTINATION:** *Implement the planned processes you designed*

## NOTE:

- Opposite of problem solving
  - Problem → Diagnosis → Solution
- Instead...the focus is on: *What are you best at?*
- Ask questions that lead you in directions that strengthen capacity and forward-potential

