

Restricted, Sensitive (Normal)



Igniting, Rekindling and Stoking the Passion in Allied Health

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<https://sg.images.search.yahoo.com/>



**To make someone have a feeling that
they had in the past.**

(Cambridge Dictionary)

APPRECIATIVE INQUIRY (AI)

A Philosophy and Methodology for Positive Change

- uses questions about what is valued and appreciated
- discovers the best of who we are



- creates a compelling vision
- design for the future built on strengths

COOPERRIDER'S 4-D APPRECIATIVE MODEL

1. DISCOVERY

- What gives life?
- The best of what is
- Appreciating

2. DREAM

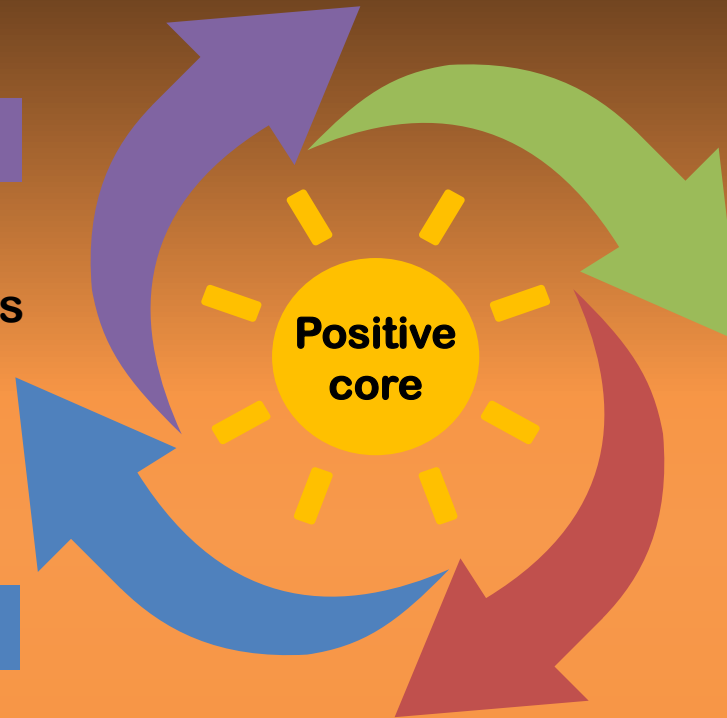
- What could be?
- Opportunities for the future
- Imagining

4. DESTINY

- What will be do?
- Ongoing empowerment performance and learning
- Delivering

3. DESIGN

- What should be?
- Our ideal organisation
- Innovating

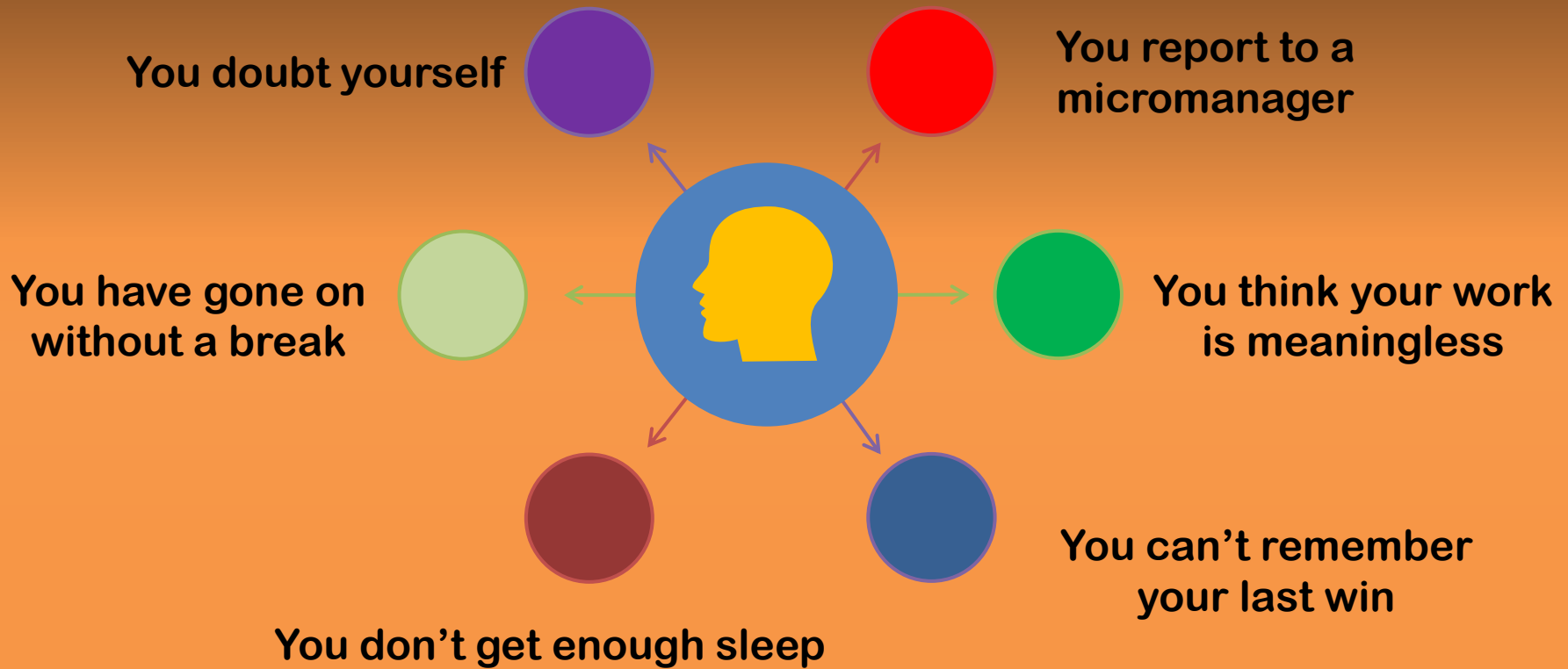


In healthcare, when the emotional and psychological bond between employees and their workplace is high =

- Better patient outcomes and satisfaction
- Improved quality and safety
- Better efficiency and work flow
- Lower costs
- Better employee retention



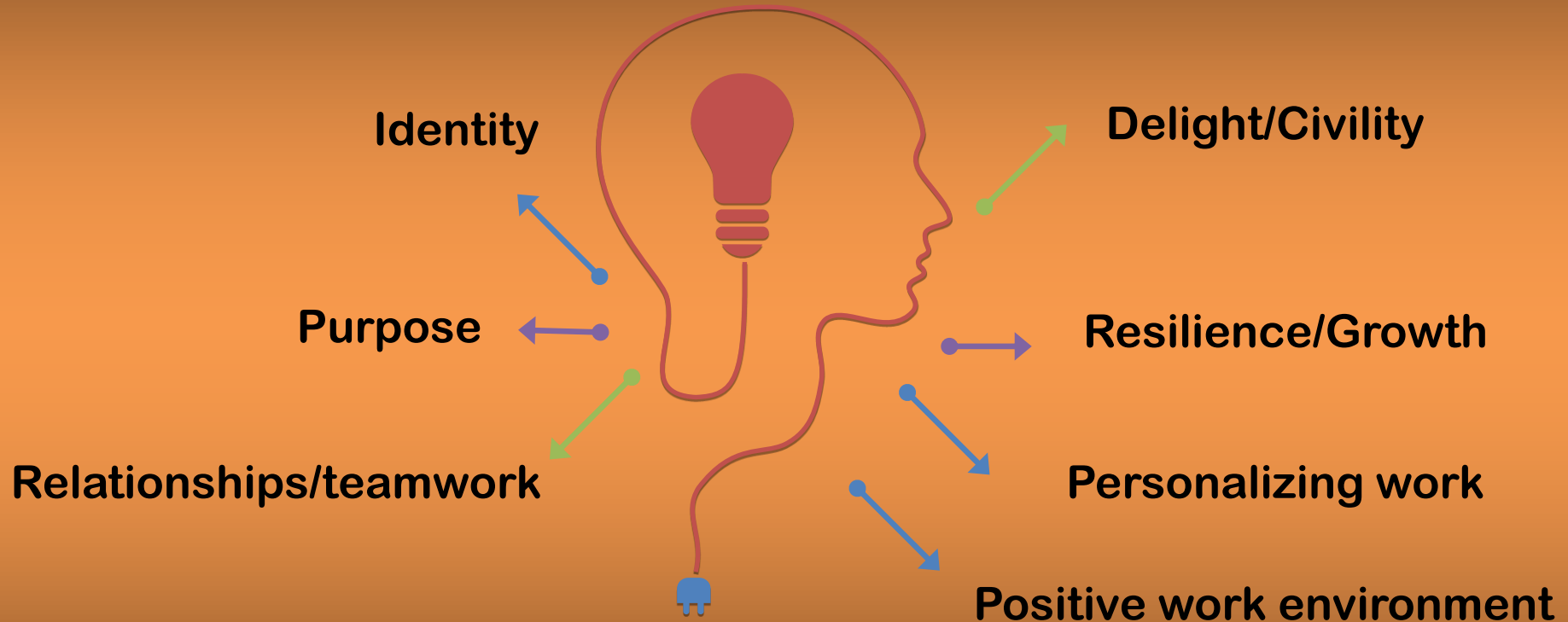
WHY YOU GET DISILLUSIONED ALONG THE WAY...



THE WHY OF WORK: PURPOSE AND MEANING MATTER

(Dave Ulrich & Wendy Ulrich)

WHY DO WE DO THE WORK WE DO?



People find meaning when they see a clear connection between what they highly value and what they spend time doing.

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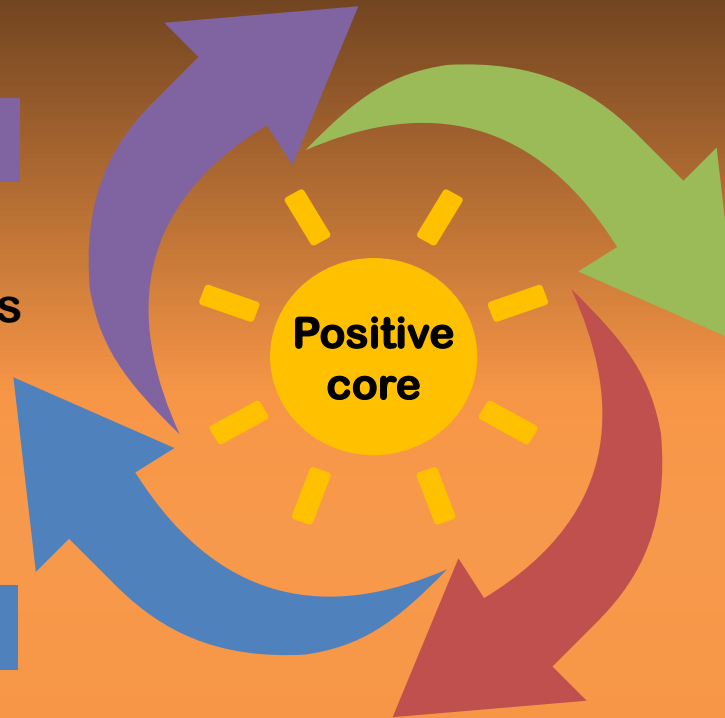
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(RE) DISCOVER

Why did you choose the profession you are in now?
Think about those times when those dreams or aspirations are fulfilled in your work.

Sharing stories of success, strengths, vitality, confidence and pride.

Results:

- Respectful patient and colleagues interactions
- Identification of values
- Greater openness
- Descriptions of energised work
- Elevated potential for future change



DREAM

Think about the last time you enjoyed your job, even if it was for only one day.

What was happening?
Why were you so excited about your work?

List five things about that time that you consider are “energizers” for you.

Results:

- Expression of ideas
- Heightened creativity
- Innovation
- Elimination of defences and helplessness
- Voices of hope and possibility



DESIGN

Now pick one of those energizers. How can you pass that energizer along to others?

What can you do to make that happen again in your workplace?

Results:

- Feeling of empowerment, confidence, pride
- Statements of value creation
- Energy for change and personal responsibility
- People supporting changes they design



DESTINY

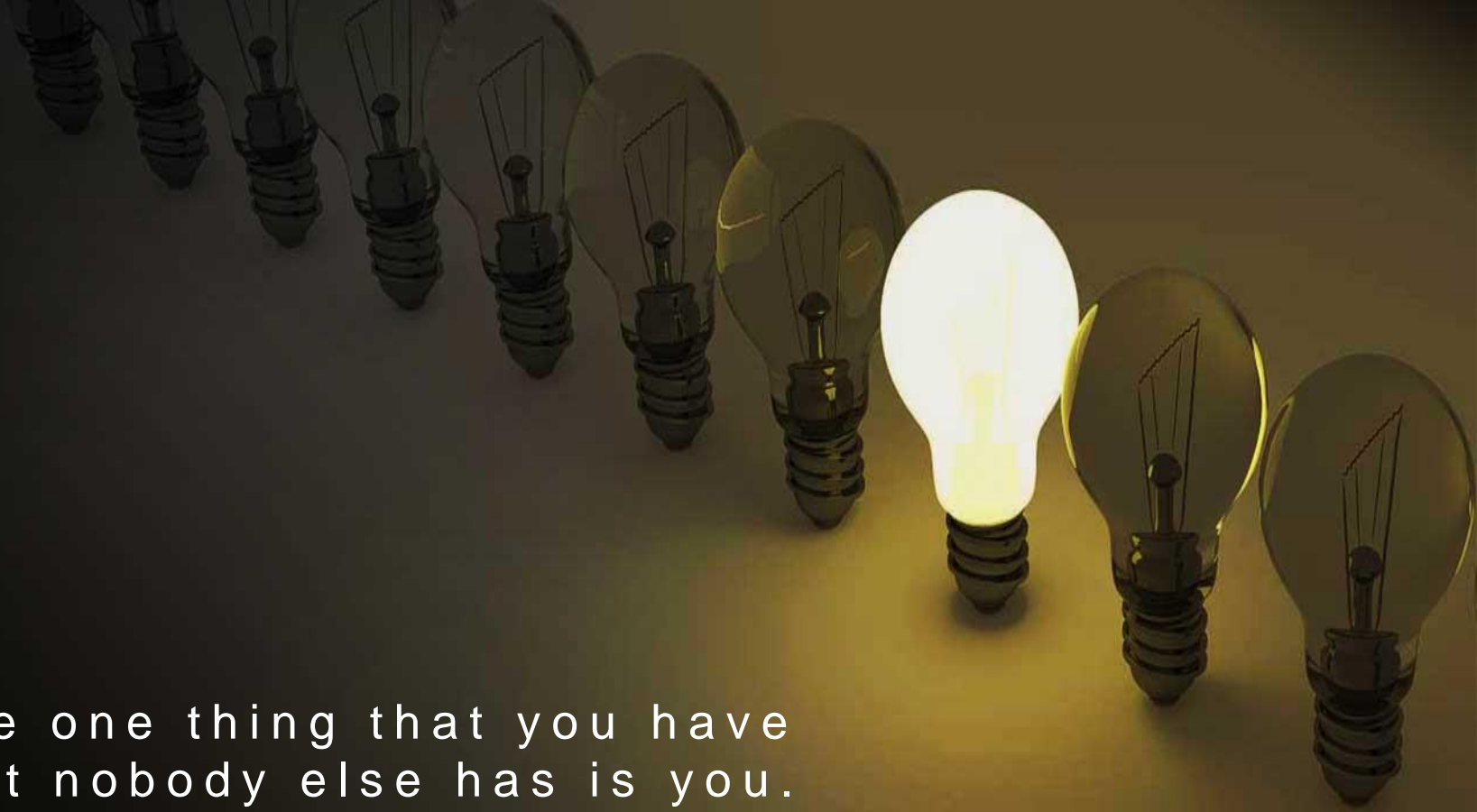
If you had a magic wand and could make your workplace even better for you, what three things would you “wave” into existence?

How will you personally commit to making this happen?

Results:

- **Motivated**
- **Willingness to change**
- **Ability to adapt**
- **Continued productivity**
- **Results that make a difference**





The one thing that you have
that nobody else has is you.
Your voice, your mind, your
story, your vision.
So write and draw and build
and play and dance and live as
only you can.
—Neil Gaiman