



APPRECIATIVE INQUIRY WORKSHOP

A NEW NORMAL – PARTICIPANT WORKSHEET

What might the new “normal” of work look like over the coming months, given physical distancing guidelines will have to remain in place until a COVID-19 vaccine is discovered, or the virus is eradicated?

With some workplaces telling their people not to expect to return to their offices until after Christmas, as they try to figure out how to maintain six feet of physical distance between people, it is clear that as restrictions ease, we will need new workplace norms to be able to safely connect with each other.

How many people can safely ride in an elevator? Will you need a plexiglass barrier around your desk? Will there be a limit on the number of people allowed to gather for a meeting at one time? How will you read your colleague’s face when most of it is hidden behind a mask?

We need your help to figure this out.

To do this, we will be using an approach called Appreciative Inquiry – and its Discover, Dream, Design, and Destiny stages – to explore the topic, **“Co-Creating The New Normal: Growing Social Connection While Maintaining Physical Distance As We Work Together.”**

DISCOVER | SHARE TALES OF STRENGTH

ACTIVITY 1

Share your stories of strength. Tell us about a time when you took part in co-creating ways to grow social connection in a workplace, even when the circumstances were challenging.

- 1 | What was challenging about this time in the workplace?
- 2 | How did people come together to co-create new ways forward?
- 3 | What changes did you create?
- 4 | What impact did it have?
- 5 | Why is this example so memorable for you?

Notes on your story:

[illegible]

DREAM I CO-CREATE SHARED PURPOSE

ACTIVITY 2

1 | Quickly ask for volunteers to be your group's:

- Discussion Leader, to make sure every voice is heard;
- Recorder, to capture the notes in the online form; and
- Timekeeper to keep the group on track.

(You have about 2 minutes for each person to introduce themselves and share their hopes.)

2 | **Discussion Leaders**, help each person in your group introduce themselves by sharing their name, where they're joining us from. Ask what might be possible when it comes to growing connection while maintaining physical distance, if the workplaces they are a part of invited their people to co-create the answers to this challenge.

- How might workers be invited to co-create the new normal of working together?
- What type of ideas do you think they might feel are important to help grow social connection while people may need to wear masks, limit the number of people that can be face-to-face in a meeting, or spend more months working apart?
- What would success look like when the need for physical distancing finally disappears?

Get inspired by each other's hopes and feel free to build on other people's ideas when it's your turn to introduce yourself.

Reporters, be sure to share your screen, and capture these ideas as best you can in the online form (the link is in the chat window), as people share. A summary is fine.

Timekeepers, you may want to set a two-minute alarm on your phone to make sure everyone has a chance to share their ideas.

3 | **Discussion Leaders**, once everyone has shared, please ask your group to quickly vote on the hopes they would most like reported back to the main group.

Reporters, be sure to capture these on the bottom of your form and hit submit.

Notes:

[illegible]

DESIGN | PLAY TO UNLOCK POTENTIAL AND DESTINY | SUPPORT SELF-ORGANIZATION

ACTIVITY 3

Please type this into chat:

- 1 | What's one commitment you can make, over the coming days and weeks, to help co-create a safe space for workers to explore how they can grow connection in the new normal of physically-distanced workplaces? Remember, big or small, every conversation counts.
- 2 | As you think about the challenges ahead for workplaces to grow social connection while maintaining physically-distanced, **is there an ask you have** in terms of the kind of support you might need, that people in this community could help with? Please be sure to add your email so people can reach out to you directly.
- 3 | As you think about the challenges ahead for workplaces to grow social connection while maintaining physically-distanced, **is there an offer you can make** in terms of the kind of support you can provide, that people in this community may benefit from having access to? Please be sure to add your email so people can reach out to you directly.

My commitment is:

To learn more about using Appreciative Inquiry to help create positive change in the world, visit www.thechangelabs.com.