

WELCOM

Tips for Engaging Educators in Online Strengths- Based Professional Development

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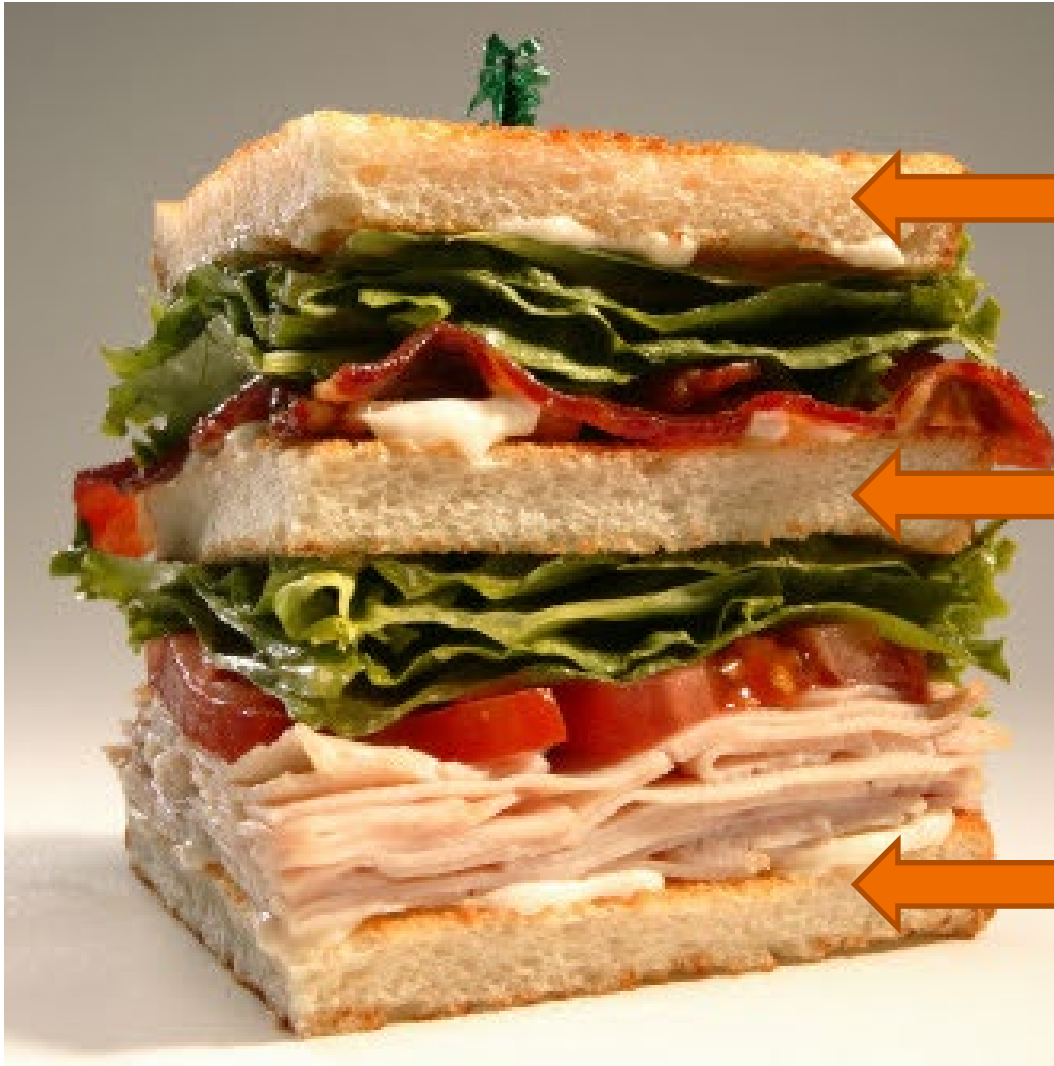


Types of Work

Technical Work	Adaptive Challenge
“Same page”	“Different pages”
DOES NOT require changes in Values, Attitudes and/ or Habits of behavior	REQUIRES changes in Values, Attitudes and/ or Habits of behavior
“Quick and easy” fix: Show how to	Complex solutions: Requires talk story and learning way to solutions
“Yes, Boss!” Formal leader gives directions, others follow	ALL involved- Leader as facilitator of conversation
Team passively receives information	Team is active in finding solutions



In-Person Sandwich



In- Person Opening

Online learning

In- Person 2

Online learning

In- Person Closing

What are Your Values

- + Positive Mindset
- Connection
- Responsibility
- Empowerment
- Wellbeing



What are Your Truths

1. Our words and actions have power.

2. What you focus on expands.

3. Mindset is key.

We need to be intentional.

4. Our perspective changes our world.

5. One small thing= Enormous Impact



VIA Character Strengths

<https://www.viacharacter.org/survey/account/register>

Wisdom (Head Strengths)

- Creativity
- Curiosity
- Love of learning
- Judgement
- Perspective

Courage (Heart Strengths)

- Bravery
- Perseverance
- Honesty
- Zest

Humanity (Strength of Others)

- Love
- Kindness
- Social intelligence

Temperance (Strengths of Self)

- Forgiveness
- Humility
- Prudence
- Self-regulation

Justice (Community Strengths)

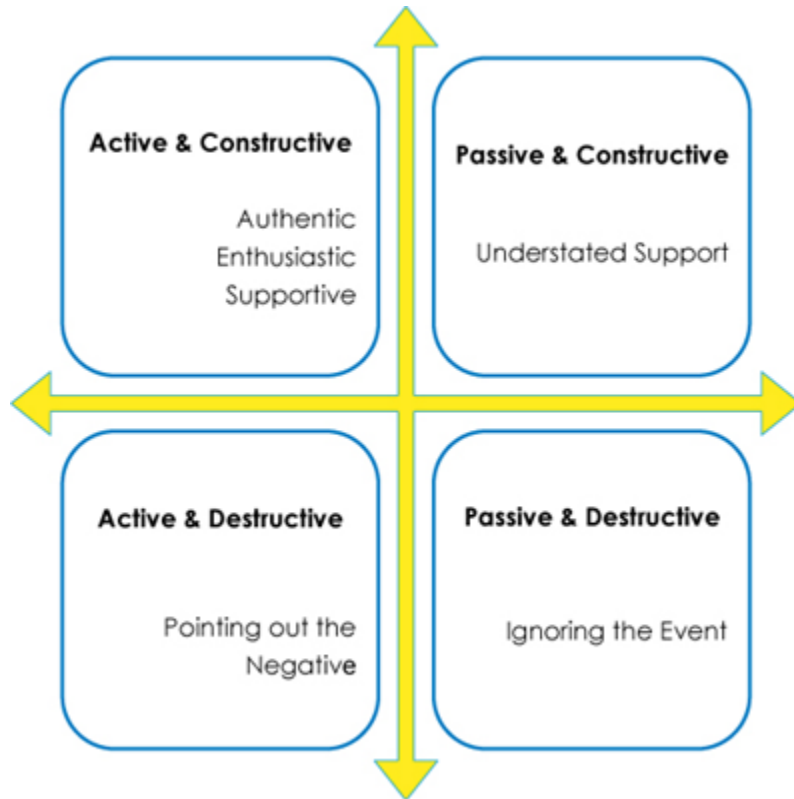
- Fairness
- Leadership
- Teamwork

Transcendence (Strengths of Spirit)

- Appreciation of beauty & excellence
- Gratitude
- Humor
- Spirituality
- Hope



Active Constructive Respo



CONSTRUCTIVE

ACTIVE

Enthusiastic Support
Genuine
Energizing/Engaging
Asks Questions

Sounds Like



OMG! That's Amazing! I knew you could do it! How does it feel? How will you celebrate?

PASSIVE

Quiet
Forced/Fake Smile
Low Energy
Just Doesn't Care

Sounds Like



Oh, Cool. That's nice, good for you. Anyways, let's get on with this workout.

DESTRUCTIVE

Crushes the Event
Highlights Drawbacks
Turns Positive into Negative
Belittling

Sounds Like



I don't believe it. Well be careful with your knees. That amount of running can really hurt you in the long run.

Ignores the Event
Avoids the Speaker
Focuses on himself
Me-Me-Me Syndrome

Sounds Like



Congrats...can you believe I ran 10 miles yesterday! Not my best but I'm going to run 12 today.



WHAT YOU
FOCUS ON
EXPANDS



happyhpep.wordpress.com



H-PEP Daily Focus



What you focus on expands! #happyhpep



MANIFESTING MONDAYS! Focus on your goals and visions and what you **WANT** in your life (as opposed to what you don't want). Set your intentions and envision yourself accomplishing them in the best possible way!



GRATI-TUDESAYS! Focus on what you are grateful for! What are you thankful for in your life? Make a point to record this via writing, posts, pictures, and so on!



WHAT'S GOING RIGHT WEDNESDAYS! Focus on what's going right in your life, relationships, and work. Make a point to notice these things and comment on them out loud.



THROWBACK THURSDAYS! Focus on reflection, where you were and how far you've come, personally & professionally. Give yourself lots of credit for what you have done and all that you have accomplished!



ALOHA FRIDAYS! Focus on all that Aloha encompasses-- Breath of Life! Physical and metaphorical breathing. Giving to others and graciously receiving from others.



SKILLS & STRENGTHS SATURDAYS! Focus on growing your skills and researching/ Googling something you always have been curious about. Grow your VIA Character Strengths too!



SUN DAY SUNDAYS! Get outside and bask in the sun! Do something simple-- standing barefoot in the grass, going to the beach, taking a nice walk, or just looking at the clouds for a few minutes!



Review: Tips for Engagement

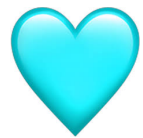
- ♥ #1 Help learners get into the proper mindset for optimal learning
- ♥ #2 Incorporate Adaptive Work, not just Technical Training
- ♥ #3 Hold an in-person opening session (or more!) if possible
- ♥ #4 Show learners your Big Picture vision
What are your values? Truths?



Review: Tips for Engagement,



#5 Value their Values in Action (VIA)
Character Strengths



#6 Teach them how to interact with
others ACR & group expectations



#7 Use gaming principles to help engage
and celebrate participation



#8 Challenge learners in fun ways
#happyhpep

