

*Positive Deviance: Influence Change from the Bottom Up
Voices of the Staff - Embracing Change, Fall 2017
Jennifer Evans, M.Ed.*

Reflect

What have you seen at work, at home, in your community that was Positive Deviant behavior?

What made it PD? What was the outcome? Responses? Reactions?

When, what, where or how have you or might you resist PD expressions? How have other resisted you?

Notice during the Workshop:

1. Where do I feel inspired or uncomfortable?
2. What small do-able thing could I do to contribute?
3. How might I notice or affirm the PD contributions of others?

Books & Blog & Websites

Cameron, Kim. 2009. Positive Leadership: Strategies for Extraordinary Performance.

Cameron, Kim. 2013. Practicing Positive Leadership: Tools and Techniques That Create Extraordinary Results

Dutton, Jane E. and Spreitzer, Gretchen M. How to Be a Positive Leader: Small Actions, Big Impact.

Center for Positive Organizations <http://positiveorgs.bus.umich.edu/about/>

Quinn, Robert E. Blog <https://thepositiveorganization.wordpress.com/2017/09/20/sacred-mind/>

Positive Deviance Initiative <http://www.positivedeviance.org/>

The Greater Good Science Center - <http://greatergood.berkeley.edu/>

Candy Machine

Ana Dora
Michigan Medicine

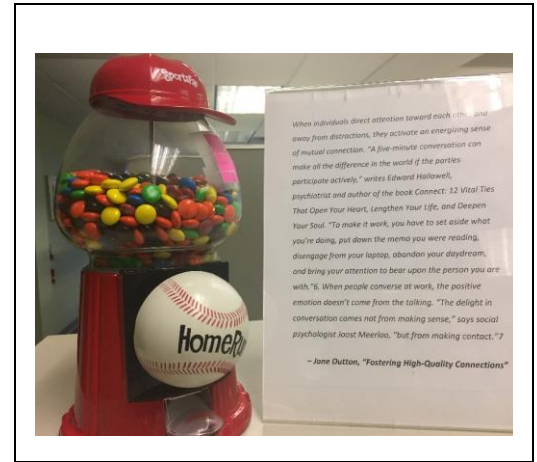
"I remembered your flowers story and people making comments, so I decided to try the candy machine. I do rotate the machine to different parts of the office so that it promotes different encounters and experiences. I also try to find something about HQC's to post along with the machine to make people think every time there is a rotation."

"The first time, I put a sign up list next to the machine and told staff they were welcome to sign up if they would like to be part of the fun and bring a candy of their choice to share. We've been refilling with new candy ever since, it's been about 6 months and now I hear new staff getting oriented on the candy machine, it's very cool!"

What contributions do you see in Ana's story?

How is it positive deviance?

What ideas does it elicit?



Missy Story

RSB

What impresses you about Missy's story?

How is it positive deviance?

What ideas does she elicit?

My Experiment

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