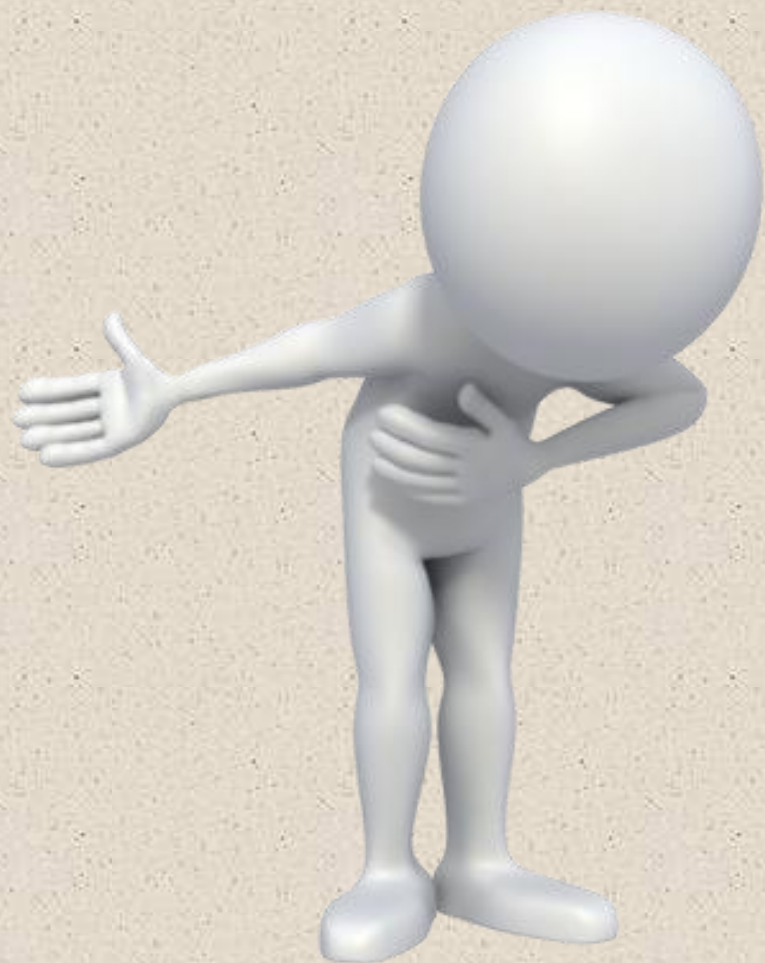


Θετική Ψυχολογία & Εργασία  
Η δύναμη των ερωτήσεων σε  
περιόδους αλλαγών

Δέσποινα Μάντσεη  
Principal Consultant  
Korn Ferry Hay Group





# Θετική Ψυχολογία & Εργασία



People make good  
organizations GREAT!



# Το πλαίσιο σήμερα

**V** **U** **C** **A**  
o n o m  
l c m b  
a e p i  
t r l g  
i t e u  
l a x o  
e i n s



# Η συνήθης πρακτική



**Problem**  
**Analysis**  
**Solution**

WHO? WHAT?  
WHERE? WHEN? HOW?  
WHY? WHICH? HOW MUCH?  
HOW MANY? HOW LONG? HOW FAR?  
WHAT FOR? WHAT NEXT? THEN  
WHAT? WHY ME?



don  
addis

# Η σημασία της εταιρικής κουλτούρας



# Εταιρική κουλτούρα & καθημερινές συζητήσεις

*Deficiency  
focused  
i.e. passive  
& dream/  
relationship  
cancelling*

*Κάθε συζήτηση  
μπορεί να είναι...*

*Affirmative  
focused  
i.e. dream &  
passion/  
relationship  
enhancing*



Επίσης, “what you study **GROWS**”



Πως θα διορθώσουμε τις αδυναμίες και  
τα κενά μας;

VS



Ποια δυνατά μας σημεία θα μας  
βοηθήσουν να πάμε ακόμα καλύτερα;

Θετική κατεύθυνση, γιατί;



Human systems move in the direction  
of what they most frequently and  
persistently ask questions about

# Appreciative Inquiry

We live in the world  
our questions create,

David Cooperrider



## 1. Valuing...

- The act of recognising the best in people and the world around us
- Affirming past and present strengths, successes, and potentials
- To perceive those things that give life (health, vitality, and excellence) to living systems

## Ap-pre'ci-ate, v.

### 2. To increase in value, e.g. the economy has appreciated in value.

- Synonyms; valuing, prizing, esteeming and honouring



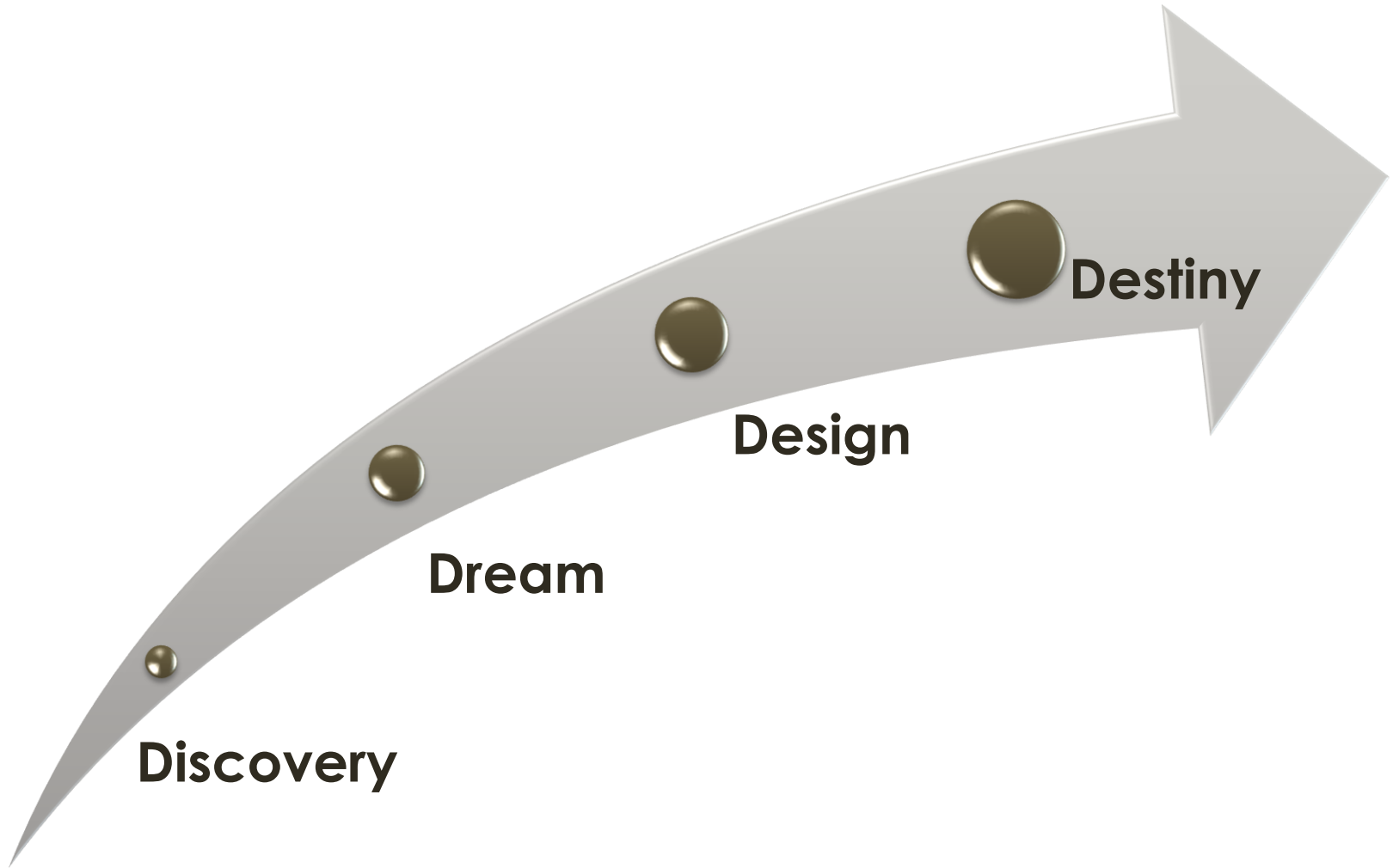
1. **The act of exploration and discovery.**
2. **To ask questions; to be open to seeing new potentials and possibilities.**
  - Synonyms: discovery, search, study and systematic exploration

**In-quire (kwir), v.**

# Assumptions of AI

1. In every society, organisation, or group, something works.
2. What we focus on becomes our reality.
3. There are multiple realities. The language we use helps to create our reality.
4. The act of asking questions of an organisation or group influences the group in some ways.
5. People have more confidence and comfort to journey to the future (the unknown) when they carry forward parts of the past (the known).
6. In carrying parts of the past forward, they should be what is best about the past.

# Ta 4D της AI



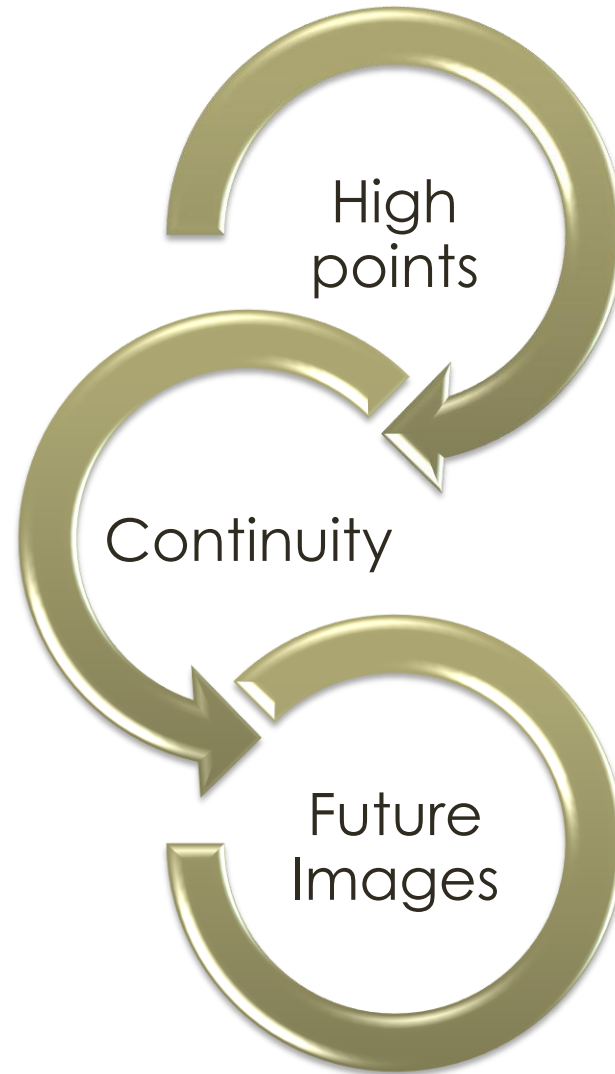
**Discovery**

**Dream**

**Design**

**Destiny**

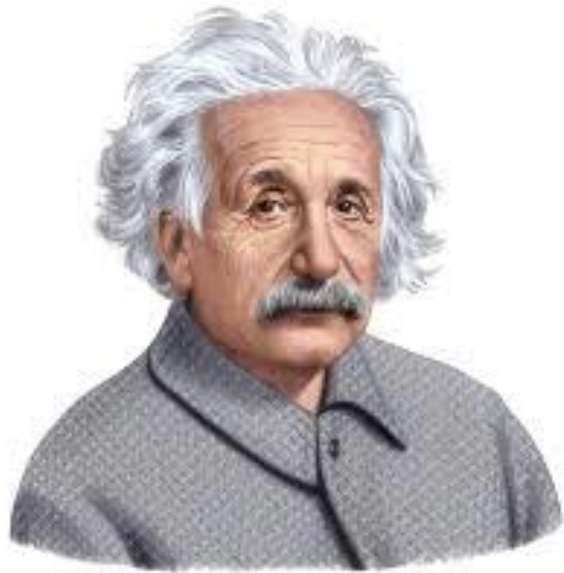
# Διαμόρφωση ερωτήσεων – το κλειδί





# Το αποτέλεσμα





Albert Einstein

*“No problem can be solved from the same level of consciousness that created it. We must learn to see the world anew”*

*“There are only two ways to live your life. One is as though nothing is a miracle. The other is as though everything is a miracle”*



Peter Drucker

*“The task of leadership is to create an alignment of strengths making our weaknesses irrelevant”*

# Positive Psychology



The *scientific study* of  
what enables individuals &  
communities to thrive.

International Positive Psychology Association,

Ευχαριστώ!

