

Interview Theme #1 – Emotion is 93% of the Message

<p>When you woke up this morning and thought about another day in this school – what was the dominant <u>emotion</u> or <u>feeling</u> you experienced?</p>	
<p>What are some of the sources or determinants of this emotion? (What makes you feel this way?)</p>	
<p>Think of the previous week in terms of emotional peaks and valleys. ***Identify some peaks of bliss (perfect happiness). ***Identify some valleys of despair.</p>	
<p>Imagine a peak of emotional bliss next week. ***How would you set it up for yourself and make it happen? ***Who could help you?</p>	
<p>What's keeping you from experiencing bliss in this school more frequently?</p>	

Interview Theme #2 – What happens to people here?

<p>Recall one way you have improved in the past year?</p> <ul style="list-style-type: none">• What is something you are doing differently or better?	
<p>How do people get better here?</p>	
<p>What is one way you would like to be better in 12 months?</p> <ul style="list-style-type: none">• How could you make this happen?• Who could assist you?	

Interview Theme #3 – Are we Building capacity or dependency?

<p>How have students changed in the past five (5) years?</p>	
<p>How have your instructional strategies changed to match changes in students?</p>	
<p>Imagine a time when the task of teaching <u>or</u> learning is more rewarding, enjoyable, and successful, with less investment of time and energy on your part..... ***What might need to happen to attain that vision?</p>	

Interview Theme #4 – Ruts or Grooves?

<p>Describe something you do really well and practice often in your role as a teacher. Identify your GROOVE or “positive addiction”.</p>	
<p>Describe a personal RUT or “negative addiction”.</p>	
<p>To what degree are your grooves appreciated, valued, and nurtured here?</p> <ul style="list-style-type: none">• Describe how.....• How could the school celebrate and utilize your gifts (groove)?	
<p>To what degree do your <u>ruts</u> get deeper or your “negative addictions” worsen?</p> <ul style="list-style-type: none">• How does this happen?	

Interview Theme #5 – What do we do when.....?

<p>List some rituals that are repeated regularly here.</p>	
<p>What do we when:</p> <ul style="list-style-type: none">- a wrong answer is given....- a student breaks a rule....- We have a problem.....	
<p>What are the effects of the rituals in terms of reinforcing ruts and grooves?</p>	
<p>Based on the rituals, what would you say is really important here?</p>	
<p>Imagine and invent some new rituals that would encourage bringing out the best in each:</p> <ul style="list-style-type: none">• student• teacher.	

Interview Theme #6 – Power and Governance = Energy

How are important decisions made here?	
Who are the informal leaders?	
How do these informal leaders acquire and maintain influence and power?	
How could <u>you</u> increase feelings of <u>efficacy</u> (the ability to produce the desired result)? ****What changes might you suggest so that ideally everyone feels some ownership in decisions that affect them?	

Interview Theme #7 – Human Nature is such that if we don't have a problem, we create one.

What is your most perplexing problem?	
If you wanted to solve the problem, how would you go about it?	
How long have you had the problem?	
Do you know anyone who doesn't have this problem? *** What are they doing that you're not doing?	

Interview Theme #8 – Paradoxical Intention

What are three (3) things you could do to make your school or classroom worse?

What are three (3) things you could do intentionally to make your school or classroom better?

When you woke up today and thought about another day in this school, what were you looking forward to most?
*****What were you dreading most about today or wishing you could avoid?**