Infusing Appreciative Inquiry and Gamification in Education

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Learning Goals of the session

Education: New perspective

Understand the importance of appreciative inquiry and gamification

Tools to implement in class for student motivation and engagement
Collective Objective in Education

- Increase Interaction between student and faculty
- Embrace Diverse cultures
- Effective learning outcomes

Globalization → Technology → Learning styles
Unique Roadmap to Education: Value and behavior

The more you look at the world, the more you recognise that what one person values may be different to the next.

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freedom
status
symbol
polluter
Appreciative Inquiry (AI) is a collaborative, strengths-based approach to change in organizations and other human systems. The term ‘Appreciative Inquiry’ is thus used to refer to both:

- The AI paradigm – in itself, this relates to the principles and theory behind a strengths-based change approach; and
- AI methodology and initiatives – which are the specific techniques and operational steps that are used to bring about positive change in a system.

Source: Davidcooperrider.com, 2019
History of Appreciative Inquiry

Dr. David Cooperrider dissertation in 1984

More than 100 scholarly articles, chapters and books

At least 3 universities formally teach it

Leading universities reference it
### Difference between traditional process and Appreciative Inquiry Model

<table>
<thead>
<tr>
<th>Traditional Process</th>
<th>Appreciative Inquiry</th>
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<tbody>
<tr>
<td>Define the problem</td>
<td>Search for solutions that already exist</td>
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<tr>
<td>Fix what is broken</td>
<td>Amplify what is working</td>
</tr>
<tr>
<td>Focus on decay</td>
<td>Focus on live giving forces</td>
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</tbody>
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Source: Hammond, 1998
4D Cycle

APPRECIATIVE INQUIRY

4D CYCLE

DISCOVERY

Appreciate
“What is”

DESTINY

Create
“What Will Be”

DREAM

Imagine
“What Might Be”

DESIGN

Determine
“What Should Be”

POSITIVE CORE

Engagement

Gamification

7/16/20

Dr. Rao  Lynn University  KDP
Theoretical Principles of Appreciative Inquiry

We construct realities based on our experience

Inquiry and change are simultaneous

Open to infinite perspectives

Constructionist principle

Simultaneity principle

Poetic principle

Anticipatory principle

Positive principle

Actions begin to align with positive change

What we anticipate determines what we find
Transformative Force of Appreciative Inquiry

- Tailor positive question towards the focus
- Encourage probing questions
- Collective successive and individual success
- Focus on strengthening group cohesion
Benefits of using Appreciative Inquiry

- Communication
- Positivity
- Engagement
- Skills
- Responsibility
Linking Appreciative Inquiry & Gamification

Positive reinforcement
Strengths over weakness
Healthy ecosystem

Learning concrete skills
Build engagement
Value creation

Process
Appreciative Inquiry – Gamification Nexus

Model that seeks to engage stakeholders in self-determined change

Gamification helps in building user experience and engagement – by applying game elements to non-game contexts such as education
Appreciative Inquiry - Gamification Nexus

Appreciative Inquiry
- Engagement
- Self-determined change

Gamification
- Motivation
- Engagement
Gamification describes the process of applying game-related principles — particularly those relating to user experience and engagement — to non-game contexts such as education.

Using game design principles and mechanisms in non-game contexts

Gamification makes technology more inviting by encouraging users to engage in desired behaviours
Gamification -> Engagement motivators

Express  Explore  Collaborate  Compete

Strengths

Appreciative Inquiry

Source: Kim, 2014
History of Gamification

Boy Scout Movement 1908
Games to engage employees 1973
Social Video Games 1978
American Airlines 1981
Nick Pelling Gamification 2002

Source: Growthengineering. 2019
The need to Gamify Education

Future proof

Adopt and reap tech benefits

Fostering learning environment
Typical Game Design Elements

- Points
- Badges
- Leaderboards
- Avatars
- Teammates
- Meaningful Stories
- Performance Graphs
Gamification
Statistics

80% of the learners say that their productivity would increase if the learning approach used in their university/organisation is more game-like.

82% of the learners are in favour of multiple difficulty levels and explorable content.

62% of the learners feel they would be motivated to learn if leaderboards were involved and they had the opportunity to compete with other colleagues.

90% of the learners recall information if they are applying content within a stimulation.

Education Gamification market value worldwide 2015-2020 is expected to reach 1249.59 Million USD.
Neuroscience and Gamification

1. Gamification forges an emotional connection
2. The hippocampus controls recall
3. Dopamine creates positive associations with learning
4. The brain processes stories better than facts
5. Badges and rewards can trigger serotonin release

Source: Growthengineering, 2016
Neuroscience and Gamification

6. Playing games releases endorphins
7. Playing games keeps the brain fit
8. Gameplay reduces stress
9. Gamification helps deal with cognitive overload
10. Games teach work skills

Source: Growthengineering, 2016
Gaming in Gamification

Griefers
- Tease
- Reputation

Rule breakers
- Short cuts
- Wrong way
Implementing Gamification in Education

- Academic objectives
- Meeting objectives
- Creativity
- Encouraging barriers
- Healthy competition
Ideen, um Gamification in K-12 umzusetzen

Lesesaum-Challenge - basierend auf Leseaufgabenliste
- Tier-Begeisterung

Teamwork – Fortschritt gegen den Zielbeitrag
- Wettbewerbe für anpassbare Aktivitäten

Hands-on – digitales Schilderung
- Studenten wählen ihren Lieblings-Design
Benefits of Gamifying classrooms

Linearity → Logic → Tech literacy → Long range thinking → Multi-task
Thank you

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References

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• Chowdhury, M. (2019). 4 Appreciative Inquiry Tools, Exercises and Activities