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Organizational Behavior
Dr. London

Appreciative Inquiry Project Reflection

This semester we were tasked to do a detailed AI project on the notion of Resilience in a group of 4. At first when the project was introduced, it was a little bit vague on what exactly we had to do, but as the semester progressed, everything started to become more and more transparent. My group and I worked together on resilience across professions. Bryden focused on Auditors, Claire focused on Attorneys, Kaley focused on Dance professors and studio owners, and I focused on Natural Science professors. I wanted to focus on science because it is a field that I found to be very difficult, and I just wanted to know what people in that field do to stay resilient in order to become successful. The project required us to conduct interviews towards our focus groups in person, or over zoom, using questions that we had put together in our teams, in order to look at resilience from both qualitative and quantitative point of views. After conducting those interviews, we had to gather the data, create common themes across those fields, present the data, then write a paper on the data we gathered. We were also required to read a few chapters in our textbook, and find outside articles that were related to our research.

Throughout this process I have learned a lot. My favorite part was conducting the interviews of 5 professors here on Muhlenberg's campus in the science department. Some of them I knew, but there were a few that I didn't. Before this course, I hadn't conducted any interviews, this was a first-time experience for me that I was excited about. I was also a little nervous because the questions that we gathered required our interviewees to be vulnerable, and I just wasn't sure if they would've been willing to engage being that I am a student. During the interview process, the professors actually proved me wrong. They were fully engaged, they

answered questions in detail, and they were vulnerable, so that was one of the surprises that caught my attention throughout this process. While conducting the interviews, I realize that resilience is needed in order to succeed in science—it is like a language that scientists have to know in order for them to persevere. In my research I read an article emphasizing that in order to be resilient, it is required to adapt the notion of a growth mindset. Having a growth mindset is simply not limiting yourself to your first attempt, and just knowing that you can always achieve more, it also touches on the point of not taking negative feedback personally, but rather as a lesson. I interviewed all lab professors, so they facilitated a lot of different experiments. A couple of them expressed that two of the main factors of science are failure and time consumption. Experiments don't always go to plan, probably because of the mistakes of professors, students, or they just don't simply work out naturally. When this happens, how can we stay engaged? How can we get it right? It requires you to have a growth mindset, it requires you to get up and try again, it requires improvement, it requires you acknowledging that “okay this method didn't work, let's try something else”. Science overall requires resilience, and that is something professors teach students, and resilience is also a muscle that professors build from students—it's reflective. Something else that stood out to me is that resilience is about asking for help, and getting the help you need. It's not about you finishing all your tasks in a specific time period, it's about you putting your mind and your body in the best position, in order to persevere. Keeping a growth mindset is crucial as well—it's essential to always keep in mind that your best is yet to come.

Overall, I really had fun doing this project with my group. I learned so much about resilience, and I even learned a lot about the resilience of myself throughout the process. Overall this course has taken my intellect to a whole new level, and I'm excited to utilize these new skills

that I've learned. Resilience is something that is in you, and it is also something that you can build as a muscle. It is not something that we can improve overnight, it is something that we build throughout our whole life, and it will continue to grow if you want it to. Even though we conducted interviews about different fields, a lot of the techniques that they each used to stay resilient were similar. As a result that shows that no matter what, anyone in this world can be resilient, regardless of the field, but it's about that willingness to take that step, and work on that muscle in order for it to be solid.