

## IMAGINE DELTA COLLEGE AT ITS BEST!

Colleges succeed when people throughout the organization share and work from a common vision. Shared vision guides actions and decisions and provides a sense of how to proceed in times of change. Shared vision excites people and inspires them to contribute their best and to collaborate for the success of the whole college. When people are aligned around a shared vision, they are clear about where the college is going, how it will contribute to students and the community and what it will take to succeed. They understand how their work serves the big picture--the college's success; and they feel they are at the center of things, making a significant contribution.

You will have about 35 minutes to conduct each interview. Listen deeply to the person's stories. Ask follow-up questions when the person you are interviewing is excited and energized. Take a few notes if you wish. When you have finished the interview, take about 20 minutes to fill out a Summary Sheet for that interview.

1. (5 minutes) **BEST EXPERIENCE:** Tell me a story about the best times that you have had with Delta College. Looking at your entire experience, recall a time when you felt most alive, most involved, or most excited about your involvement. What made it an exciting experience? Who was involved? Describe the event in detail.

2. (5 minutes) **BEST EXPERIENCE WITH TRUST AND COMMUNICATION:** The Delta College community believes that trust and open communication create, and promote, a healthy campus environment that respects and values individuals as well as groups. Tell me about your best experience at Delta College involving trust and open communication. Who was involved? How did you recognize that there was trust and open communication in the situation? How did this experience make you feel? What did the experience do for you?

3. (5 minutes) **BEST EXPERIENCE WITH SERVICE:** Service is an important part of our lives. We make judgments about people and organizations daily regarding the quality of service they provide. At Delta College, high quality service is a high priority for all of us. This includes service to students, to the community, and to each other. Share an experience where you have received high quality service and another where you have provided high quality service at Delta College. In each case, how did you know the service was high quality? How did that service help you? How did it help the other person(s)? What did providing high quality service do for you? What did it do for the other person(s)?

4. (5 minutes) **BEST EXPERIENCE WITH CREATIVITY AND INNOVATION:** Innovation and creativity made it possible to go to the moon, design post-it notes, create a stapler, and offer classes at non-traditional times or in non-traditional ways. Describe a time when creativity and innovation had a positive impact at Delta College. Why do you think this time was creative and what made it creative? Who was involved? What was the outcome? How did this creativity or innovation improve the college for students, faculty, staff, the community, others?

5. (8 minutes total) **VALUES:** Let's talk for a moment about some things you value deeply; specifically, the things you value about yourself, about the nature of your work; and about Delta College.

A. (2 minutes) Without being humble, what do you value most about yourself--as a person and as a member of Delta College?

- B. (2 minutes) When you are feeling best about work, what about the task itself do you value?
- C. (2 minutes) What do you value about the organization?
- D. (2 minutes) What is the single most important thing that Delta College has contributed to your life? To the lives of students? To the community?
6. (3 minutes) CORE VALUE: What do you experience as the core value of Delta College? Give some examples of how you experience those values.
7. (4 minutes) THREE WISHES: What three wishes would you make to heighten the vitality and health of Delta College?
8. Would you be willing to interview others at Delta College? If so, how many people?