

Positive Deviants and Contextualization
Questions for discussion

Sopron, Hungary
April 23 to 25, 2007

At our November session, Don Harris presented a paper on Positive Deviants. A discussion on Positive Deviants is at <http://www.fastcompany.com/online/41/sternin.html>. What follows are questions I have about our role as expatriate facilitators potentially searching for and using positive deviants.

- 1) An assertion in the paper: Facilitator expatriates cannot introduce behavioral change in a host culture through training in 'best practices'? Do you agree or disagree? Why?
- 2) If you are doing--or in the past have done--training with nationals, what percentage of your training is introducing into the culture and instructing in 'best practices'? Have the best practices 'stuck' in the host culture?
- 3) If an expatriate facilitator can introduce behavioral change in a foreign context, to what degree can he introduce this change? What strategies allow him to be successful in bringing behavioral change in a culture?
- 4) If we as expatriate facilitators cannot introduce behavioral change into a foreign context, what must change about our assumptions and practices of working for SCP in Central Europe?
- 5) If we are searching out positive deviants in our contexts, what biblical character qualities, principles, or practices are we finding and encouraging in our national colleagues for advancing SCP?

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