



Appreciative Inquiry



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Why Appreciative Inquiry (A-I) is good

- Search for the **best** in people + organisations
- Encourages **trust** + reduces defensiveness
- Use **successes** to motivate + create **positive mindsets**
- Problems = what to fix while A-I = what to **GROW**
- Focus on doing more of what is already working
- **Discover** what could **be** rather than fix what is
- The best of our past is what we carry forward



Principles of Appreciative Inquiry (A-I)

- 1 **Constructionist**: what we **believe** to be true determines what we do. Words create worlds
- 2 **Simultaneity**: if we inquire in to human systems we can change them for the better. Qs are fate.
- 3 **Poetic**: Life is expressed through the stories people tell. The organisation is co-authored
- 4 **Anticipatory**: what we do today is guided by our image of the future. **Image** inspires action
- 5 **Positive**: Affect + Social bonding = momentum and sustainable change. **Positive questions** = **positive change**

4D model of appreciative inquiry

- **Discovery**: Tell, discuss and reflect on "best of" stories. Experiences, strengths + capabilities.
- **Dream**: Nurture will of action. **Collectively** envisage what is possible.
- **Design**: Develop new "dream" state for the organisation. co-construct morally + practically
- **Destiny**: Innovating what will be. **Empower** + encourage to take action for dream = reality.



Appreciation points

- see the **world** through an appreciative + valuing eye
- Invest time, money and energy in strengths not weaknesses
- **Successes** should attract more attention than weaknesses
- When you believe it, you see it (dream that inspires)
- When you feel good, you do good and reality becomes good.
- creative imagination **INSPIRES** action (not assigns).



DREAM BIG

Questions for Appreciative Inquiry

- Q: what have been your **best** experiences at work?
- Q: what achievements have you been most proud of?
- Q: money aside, what motivates you to come to work?
- Q: what **inspires** you? what makes you smile?
- Q: if you had 3 wishes for your organisation, what would they be?



BRING OUT THE GOOD

IN TO REALITY

G.R. Bushe

