

## Appreciative Inquiry

### Question 1

Locate your best most recent success – a moment that was a real high point for you – a time when you felt most effective, productive, engaged and successful.

Tell your story of what happened and how you felt about it...

... and the moral of the story is ...?

And what conditions do you think helped to make this success?

### Question 2

Without being modest, describe what it is that you most value and feel especially proud about...

... yourself and the work you do?

... the strengths and contributions you bring to your work?

... the people you engage with?

... the difference you make?

### Question 3

What are your 3 concrete wishes for the future?



# Principles of Appreciative Inquiry

## Core Principles

- \* **Constructivist Principle:** What we believe to be true determines what we do, and what we believe emerges from our relationships and interactions...
- \* **Principle of Simultaneity:** When we ask questions and look for answers we start to change what we are looking at, and the first questions we ask will determine what are likely to find...
- \* **Poetic Principle:** Organisational life is expressed in the stories we tell each other and the words we choose to use to describe things, and the story we are telling is constantly being co-authored...
- \* **Anticipatory Principle:** What we do today is guided by our image of the future, and the better the future we can imagine the better the future we can go on to create...
- \* **Positive Principle:** Momentum and sustainable change requires positive effect and social bonding, and sentiments like hope, excitement, inspiration, camaraderie and joy promote creativity, openness to ideas, flexibility, forward momentum and strong connections between people...

## How the Core Principles translate into everyday practice

1. **In every society, system, organisation or group, and for every one of us – some things are already working well.**
2. As we journey into an unknown future we cannot help taking parts of our past with us. We can have more confidence facing the future when we carry with us the parts of our past we feel best about.
3. What we select to focus on becomes our reality – we will find what we go looking for. We are each constructing our own versions of reality moment-by-moment. And there are always many different possible realities.
4. The act of asking questions influences us in some way. The questions we ask help us to look at a situation from a particular perspective and will therefore open us up to a particular view of reality.
5. The language we use to describe what we see from this viewpoint locks us into that version of reality.
6. **So, as we move forward, it is always good to take time to ask: what is the best we have already to carry forward with us into the future.**

